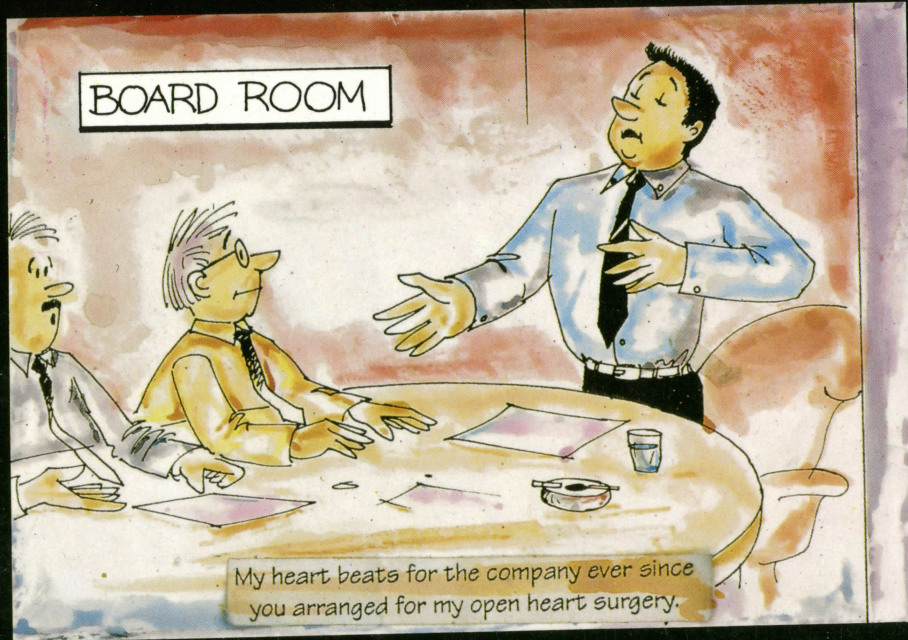


INDIAN *Managers* IN BLACK &

by
ANEL KUMAR M.K.



WHITE

Drawings by
SWARNA PRASAD

Regards!

A. Hop M.K.

10/4/98.

INTRODUCTION

"Indian Managers in Black and White", a compilation of vividly illustrated cartoons is a caricature of the ideal Indian Executive. As far as the philosophies and theories of management go and also the effectiveness of management, India is as good or as bad as the West. But due to peculiarities of the subcontinent and its varied heritage, the intricate and somewhat original methods by which our executives try to evolve order out of disorder, is hilarious and is also a tribute to them.

My attempt while appreciating the lighter side of these situations is to drive home the fact that we are not alone in facing this universal chaos and to make light of our worries and end the hectic day with a somewhat tired smile !

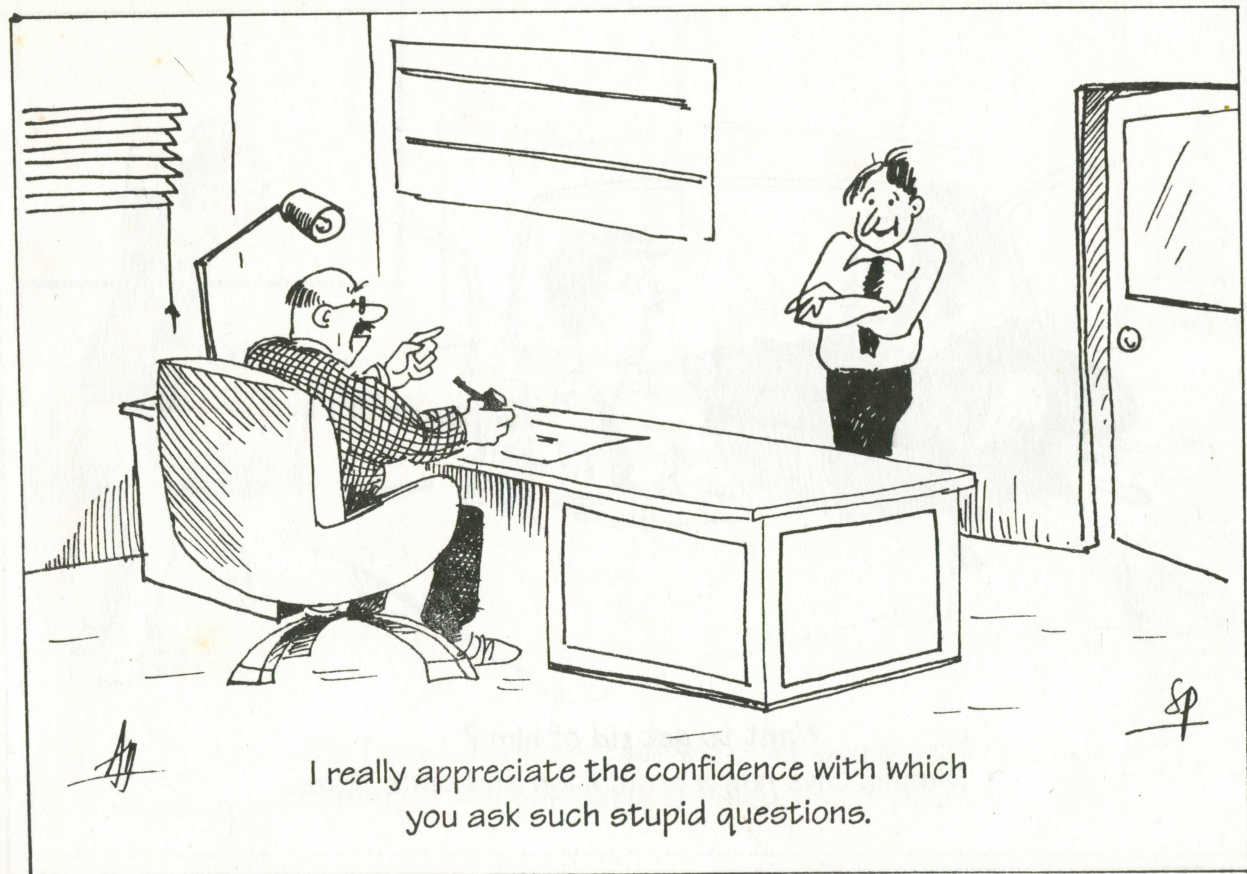
Management and humour unlike military intelligence are not mutually exclusive but go so often hand in hand that they seem to be inexplicably interlinked. Ofcourse, an effective manager always sees the lighter side of a calamity facing him. Humour helps him go about his duties and overcome his troubles and end the day with a saner and relaxed state of mind.

Humour within an organization is always a healthy sign. A portrayal of contentment and general well being, it manifests itself in the output of work and the merry ring of the cash register !

I'll now leave you on that little note as you prepare to delve into the cranky, scintillating, tumultuous world of "Indian Managers in Black and White".

As someone said, it does not cost you much to smile !

Anel Kumar M.K.

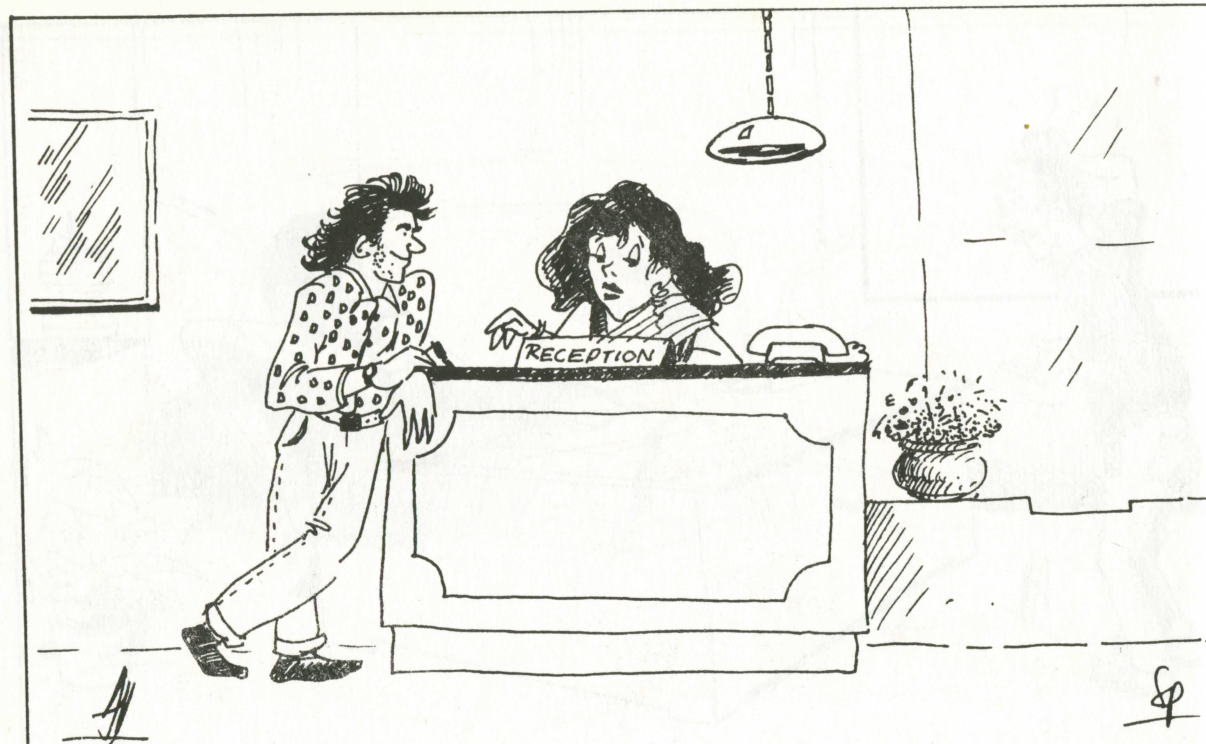


I really appreciate the confidence with which
you ask such stupid questions.

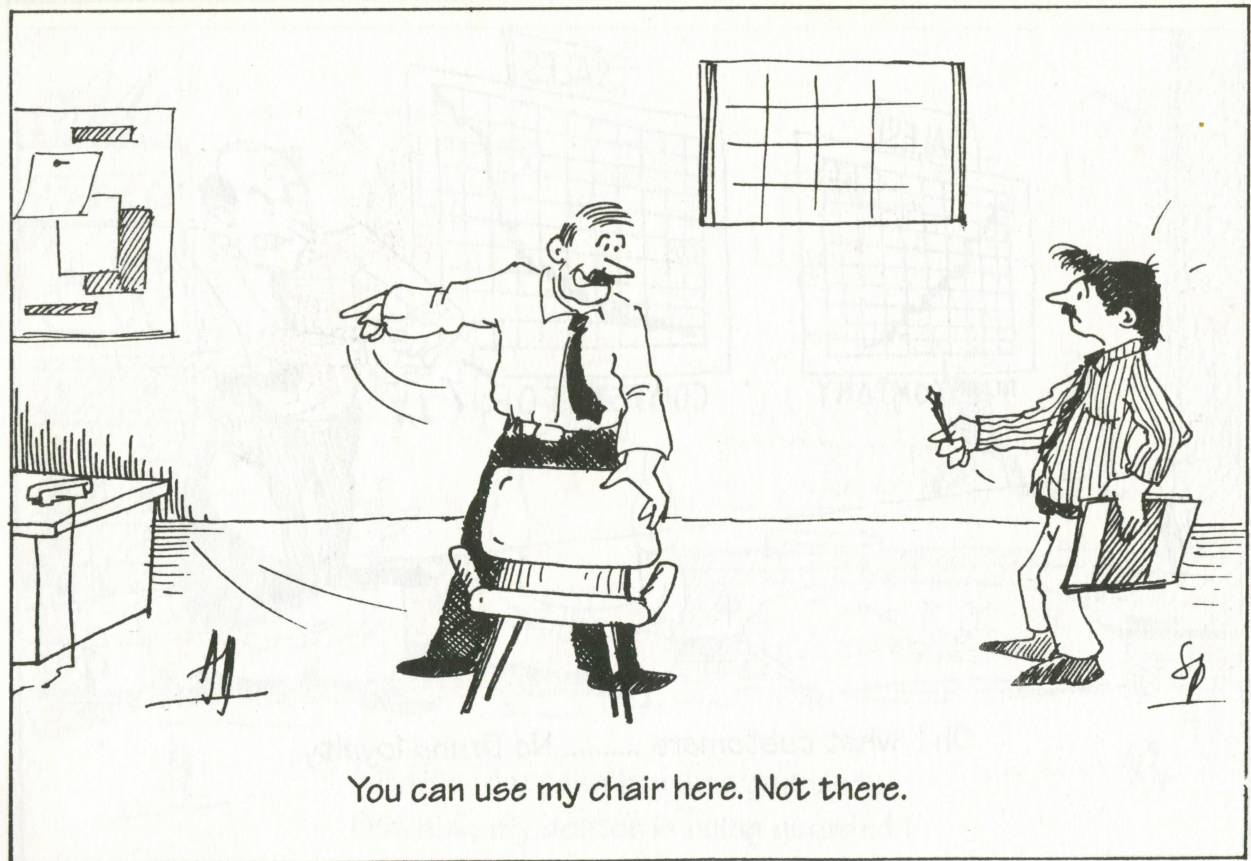


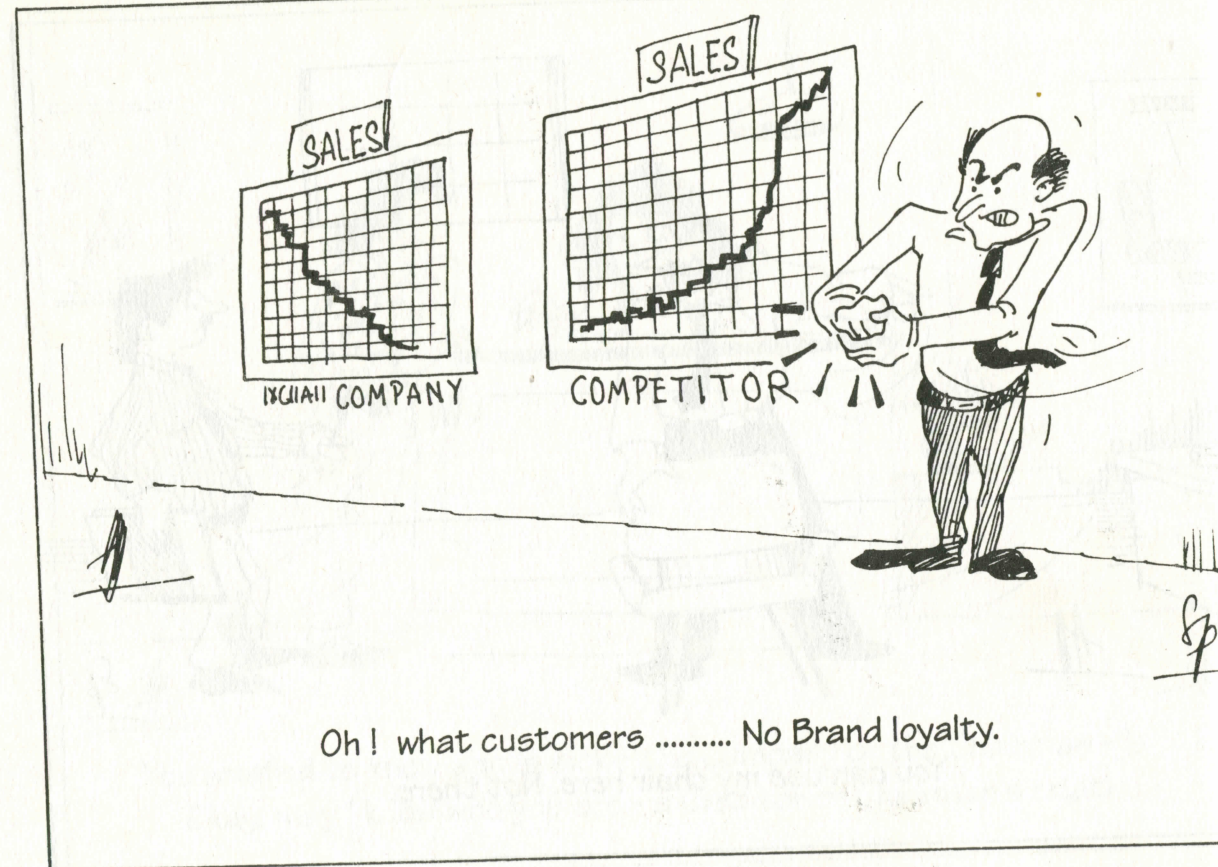
Want to get rid of him ?
Simple. Give him a promotion and sack him.

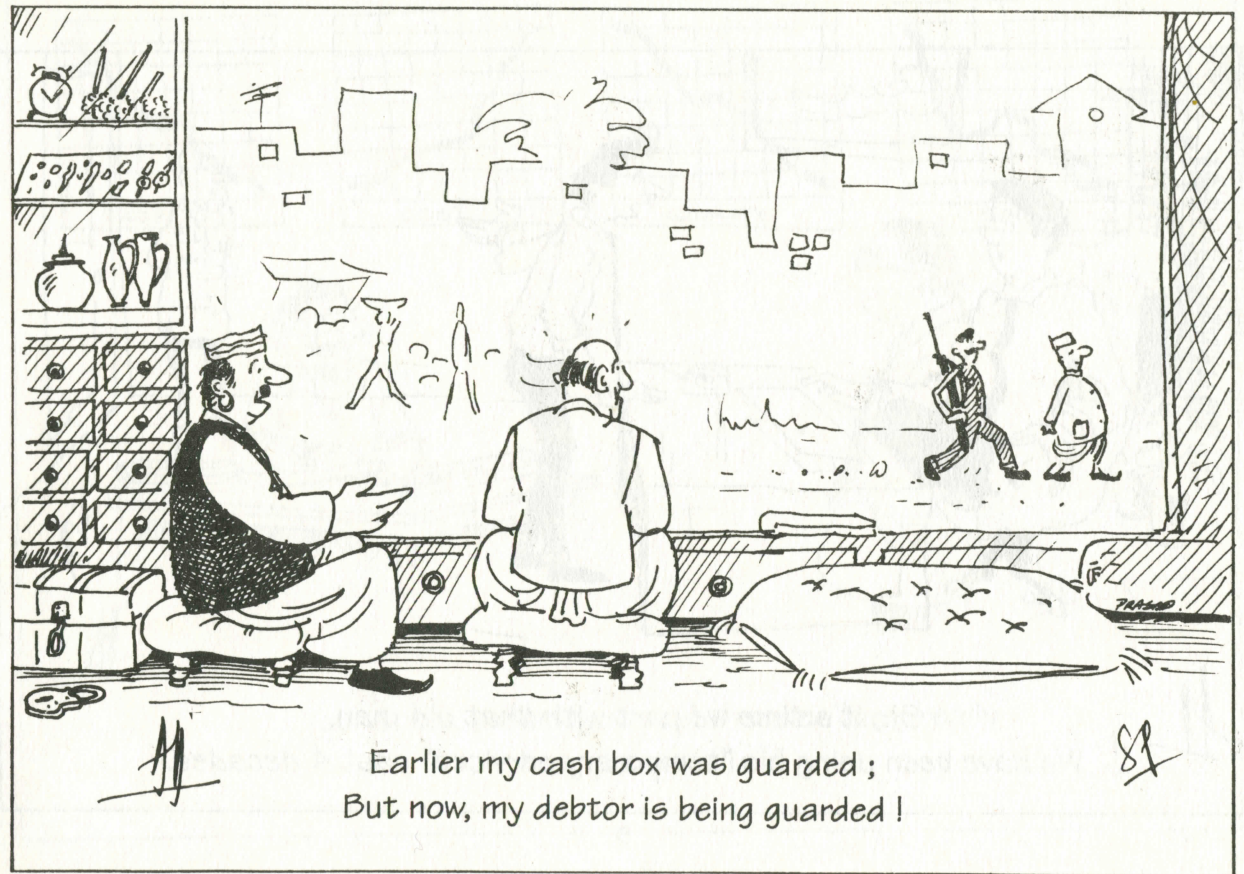




You wanted to know who is sick - the Company or the Chairman - is it ?
Okay, may I know who you are - a Creditor or Chairman's relative ?

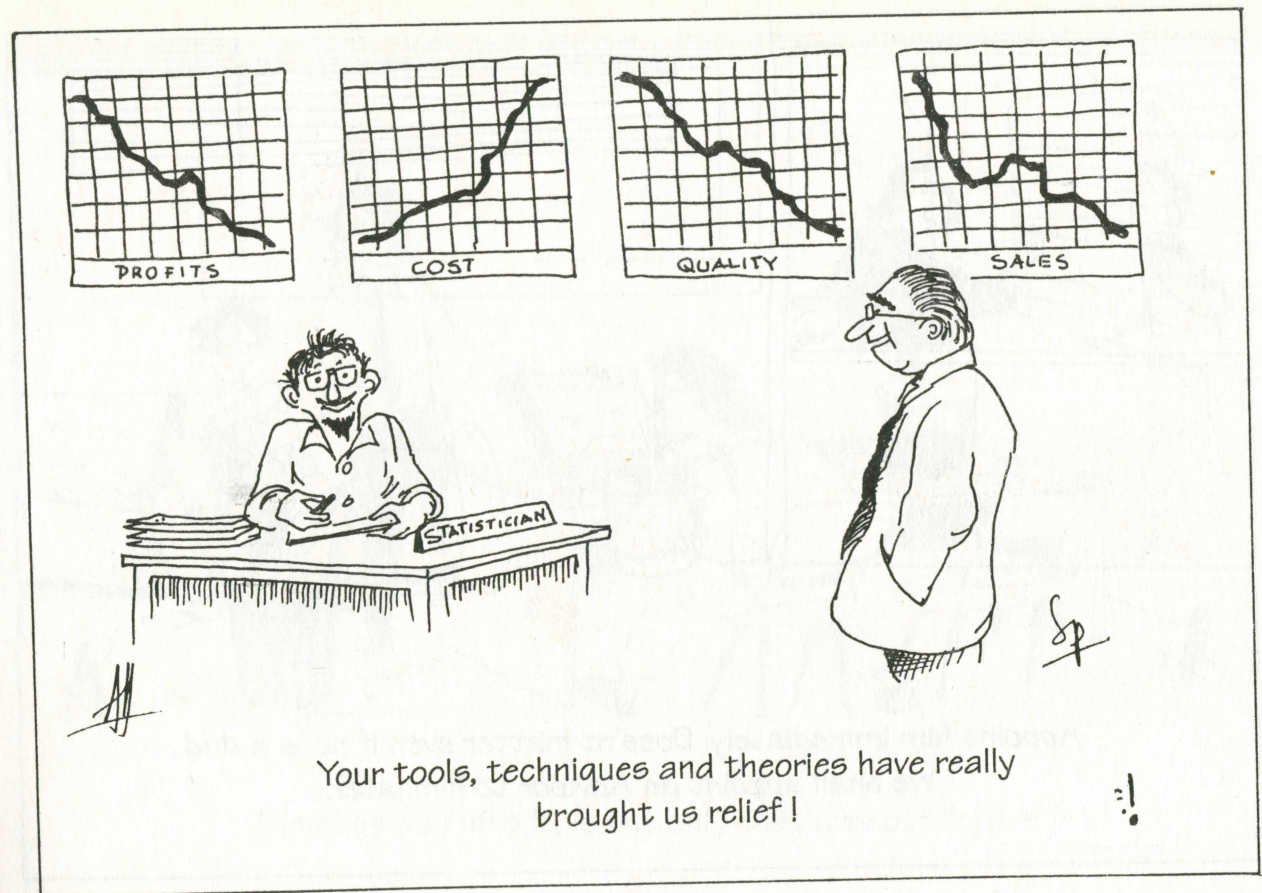


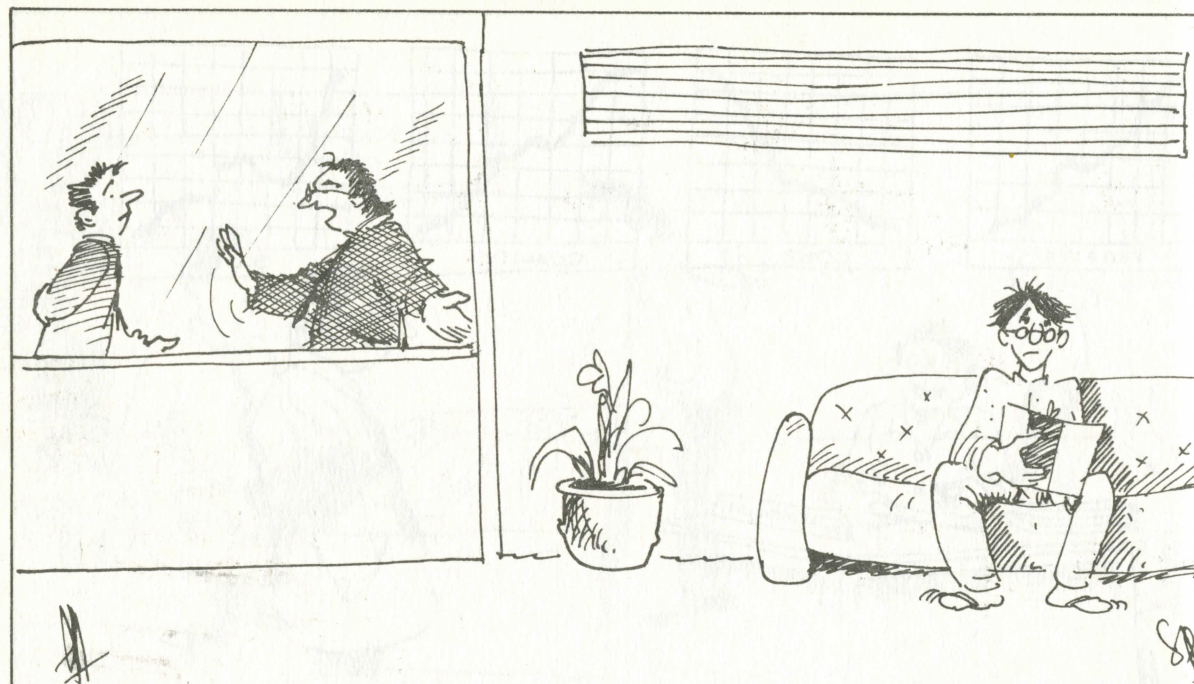




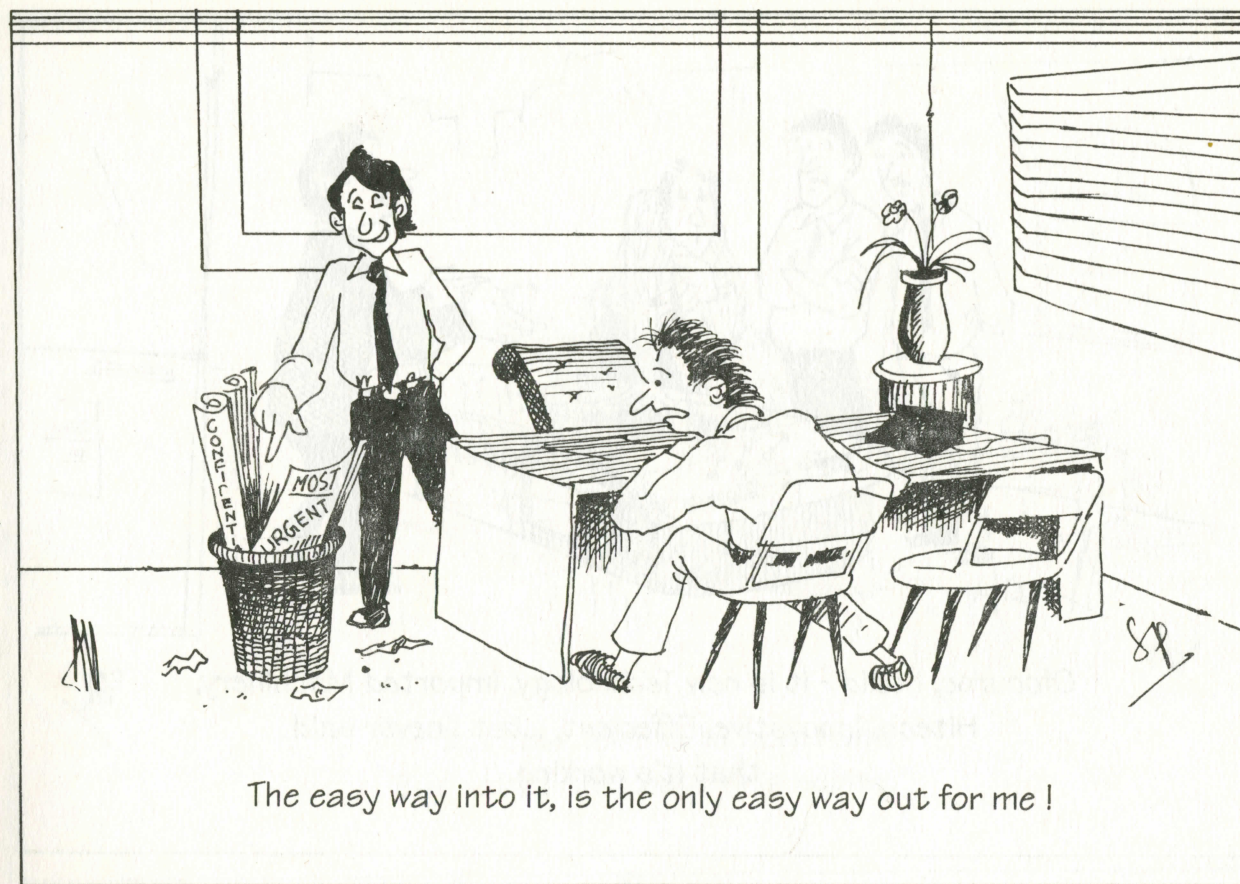


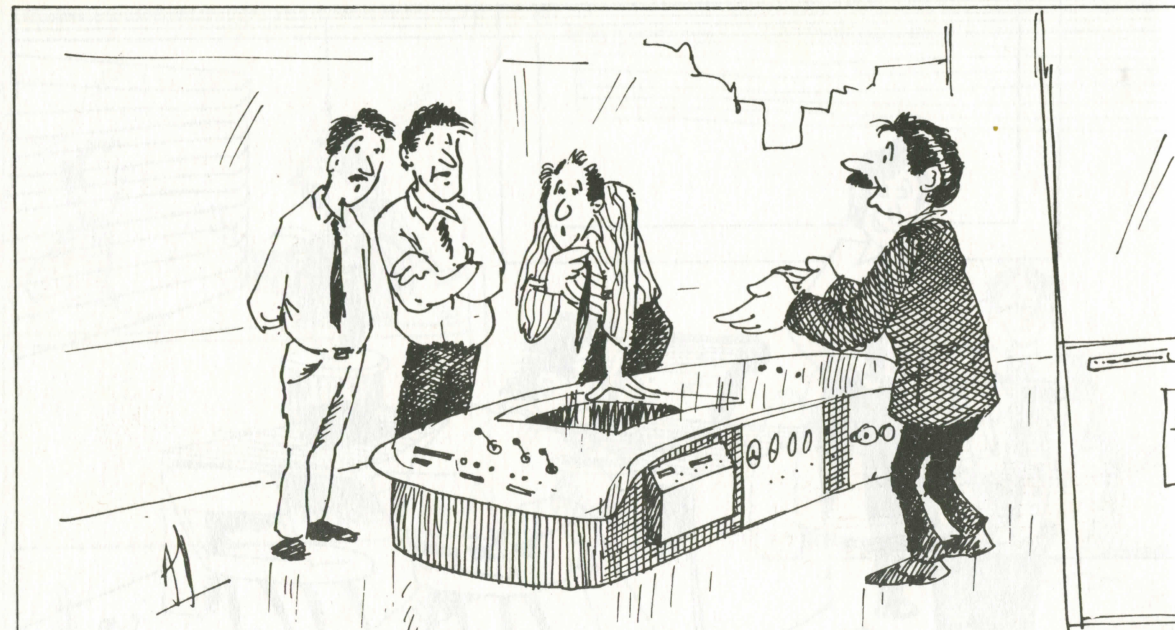
Sir, it's time we part with that old man.
We have been using his "temporary services" past 4 decades.



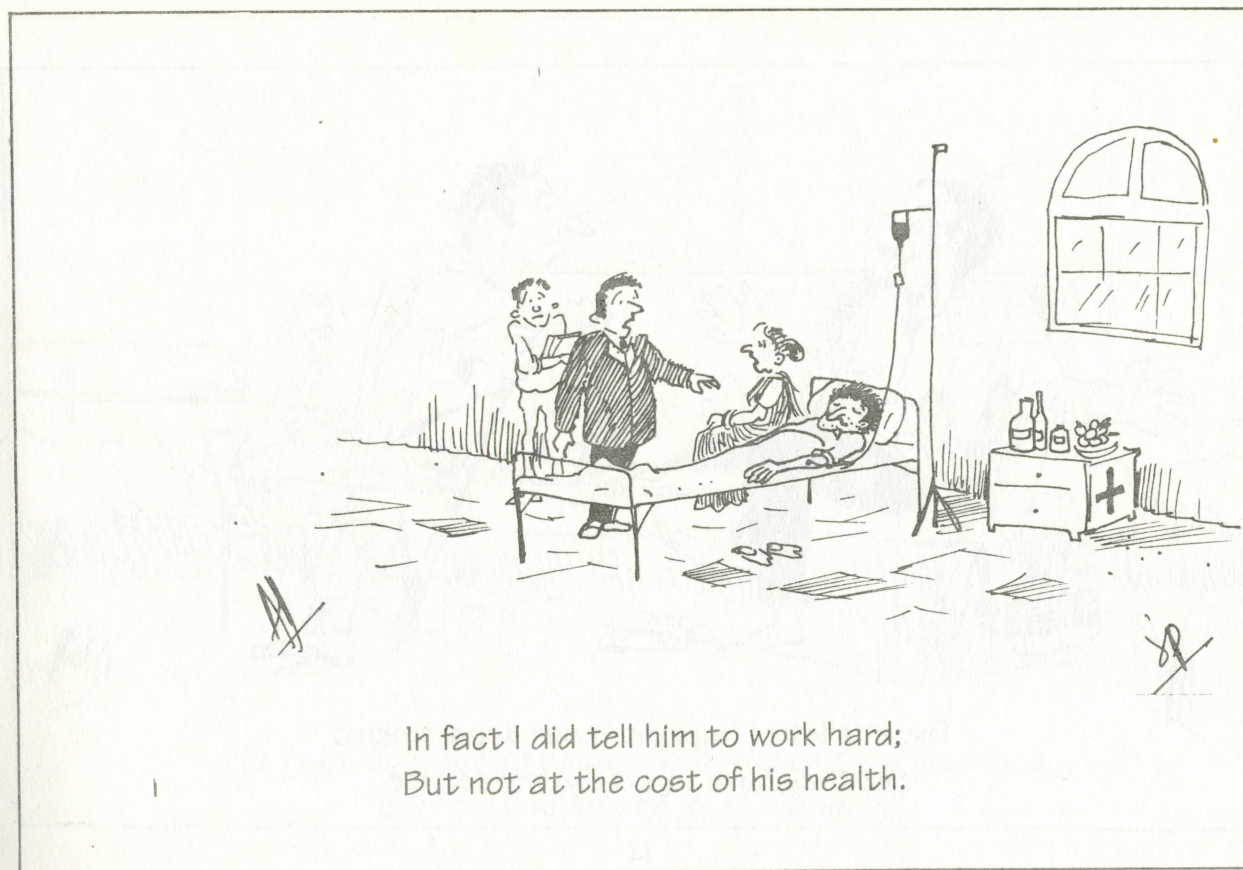


Appoint him immediately. Does'nt matter even if he is a dud.
We shall appoint an Advisor to him later.

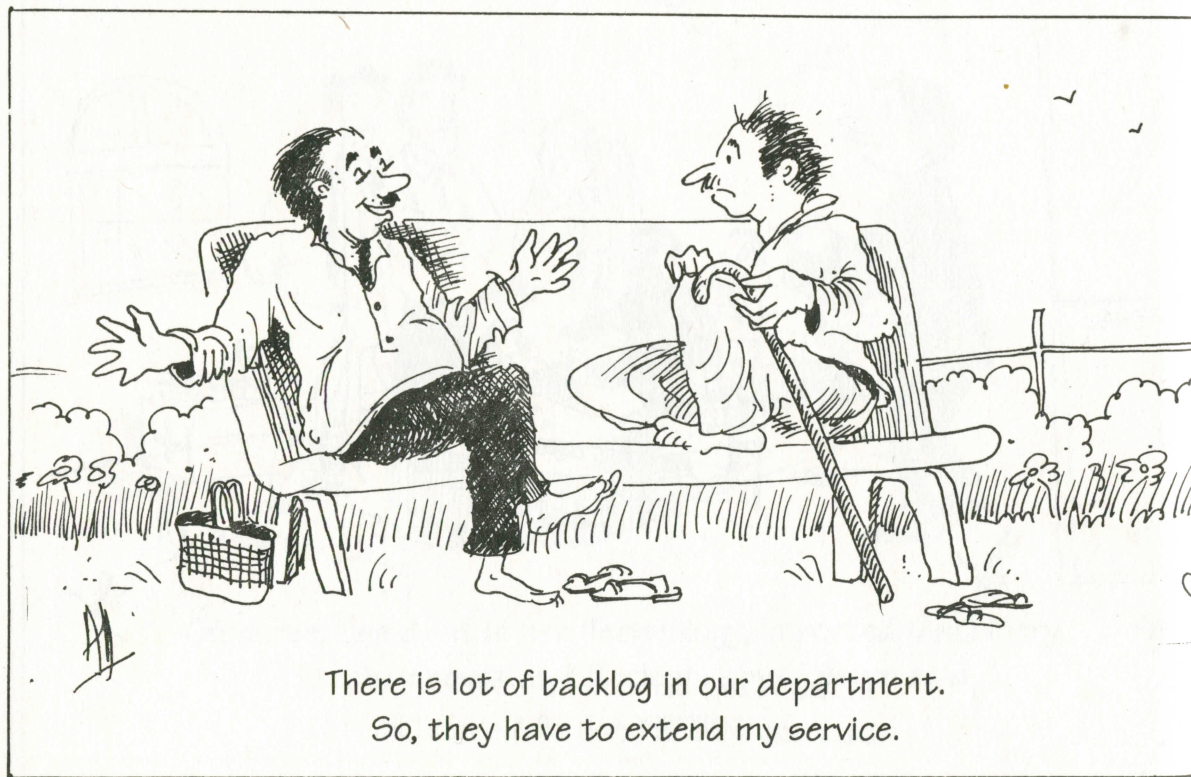




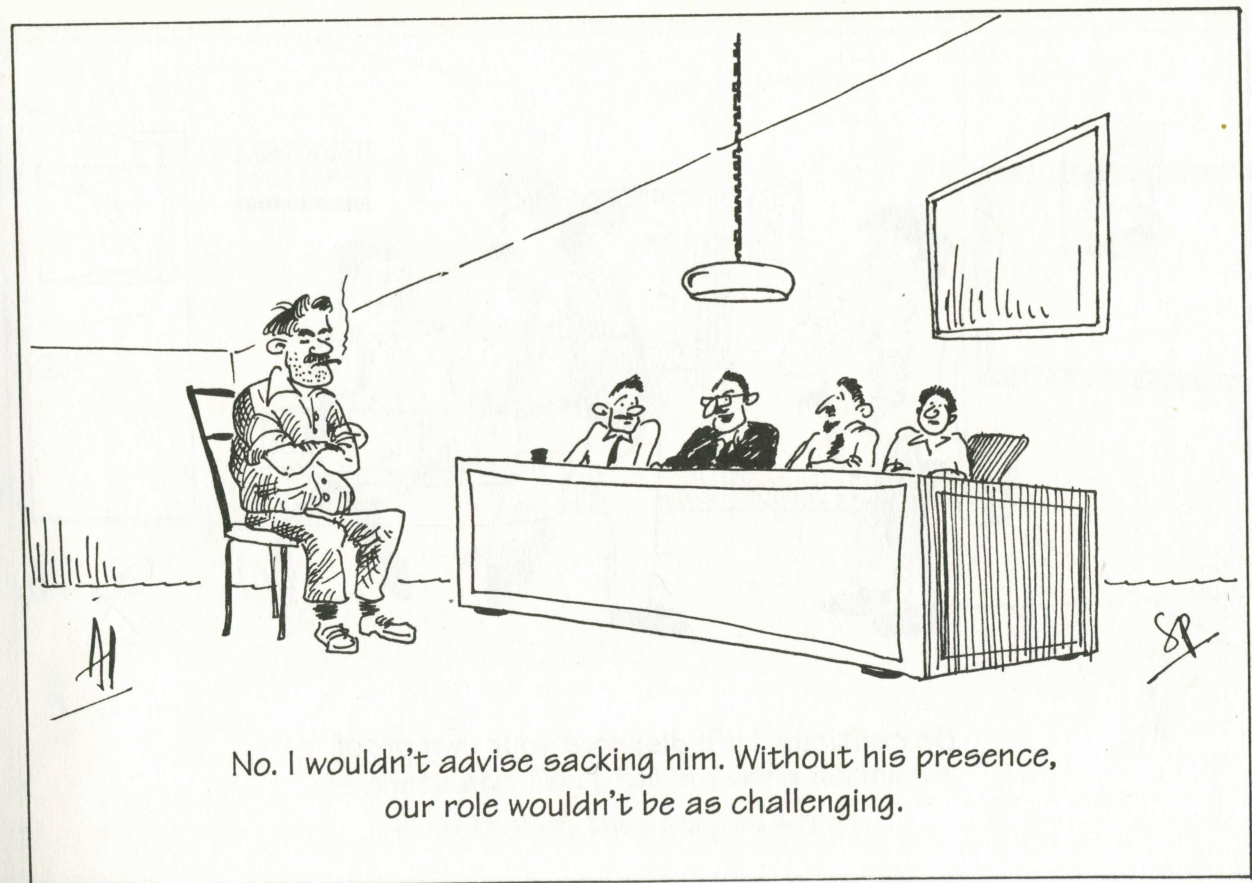
Ofcourse, I said - it is new Technology, Imported Machinery,
Hitech, Innovative, Effecient, ...but I never said
that it's working.



In fact I did tell him to work hard;
But not at the cost of his health.



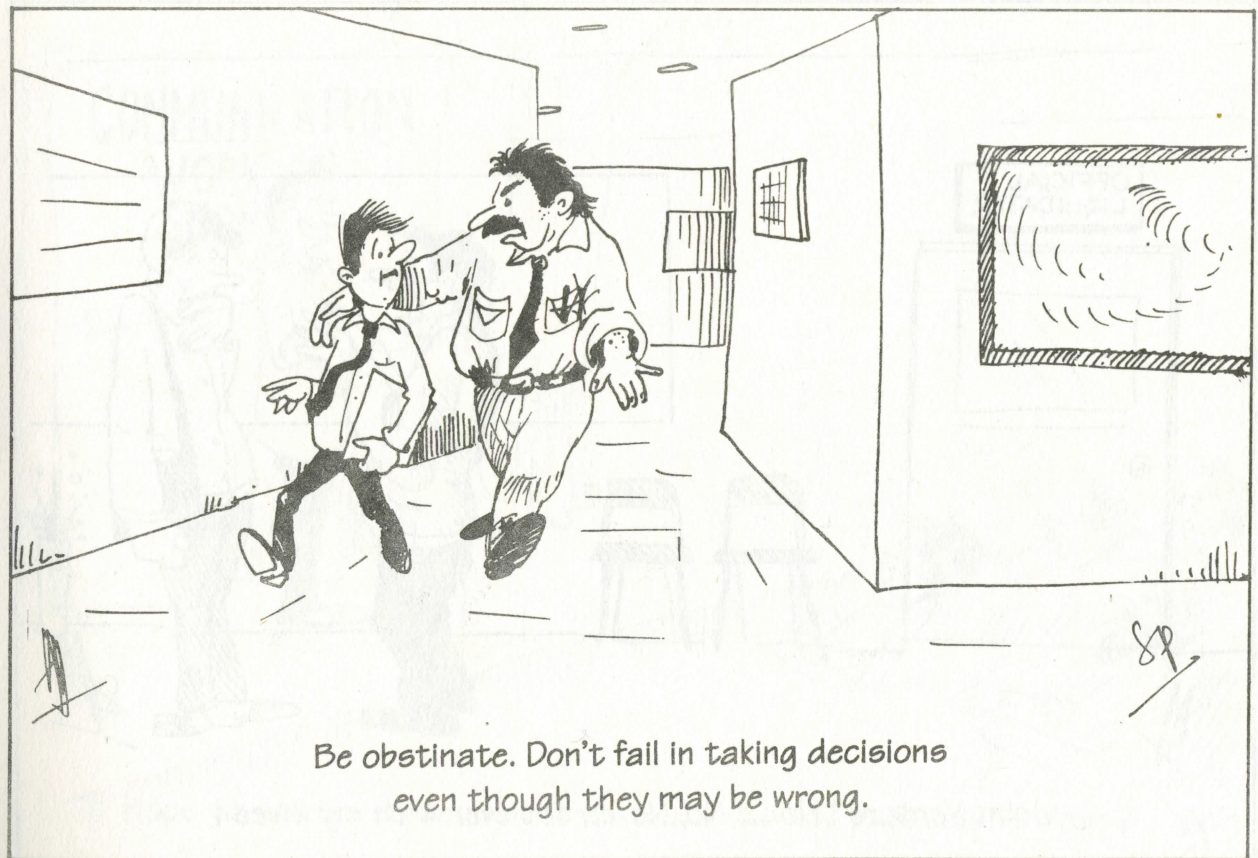
There is lot of backlog in our department.
So, they have to extend my service.



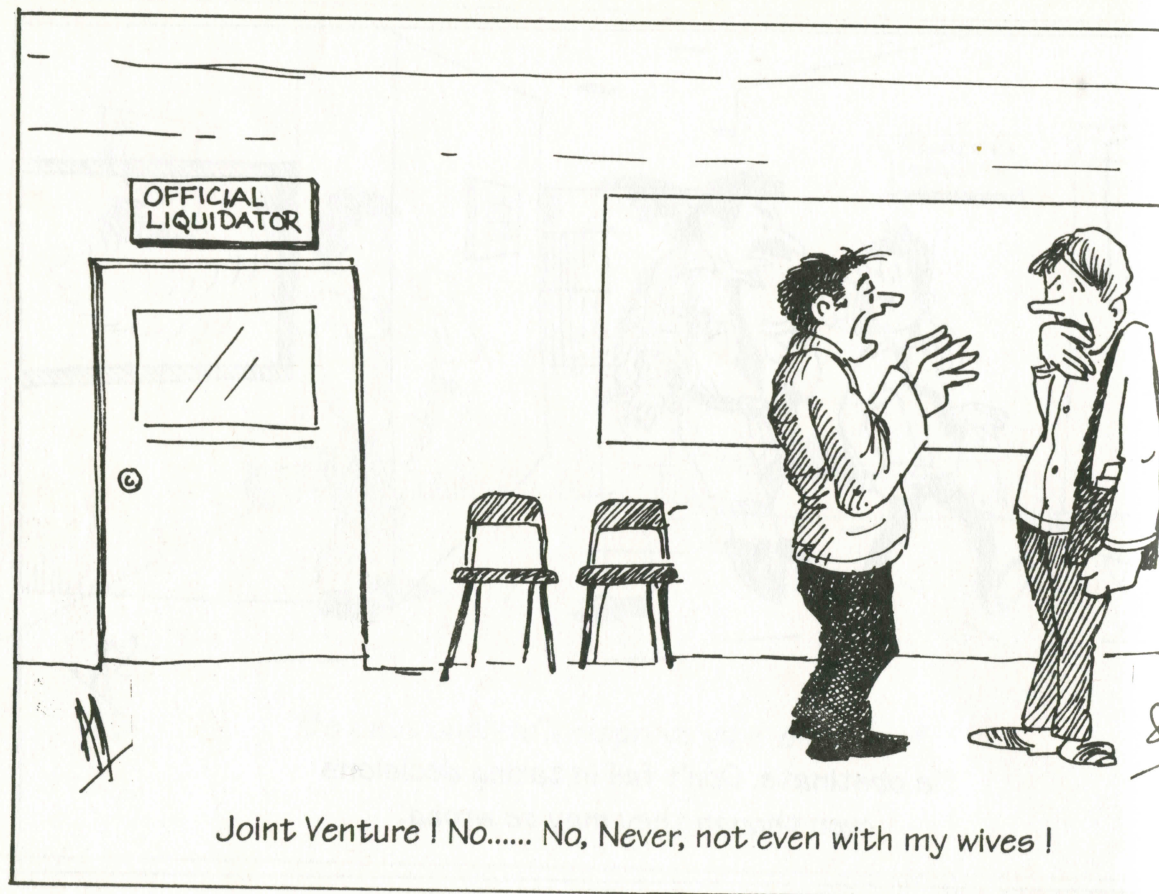
No. I wouldn't advise sacking him. Without his presence,
our role wouldn't be as challenging.



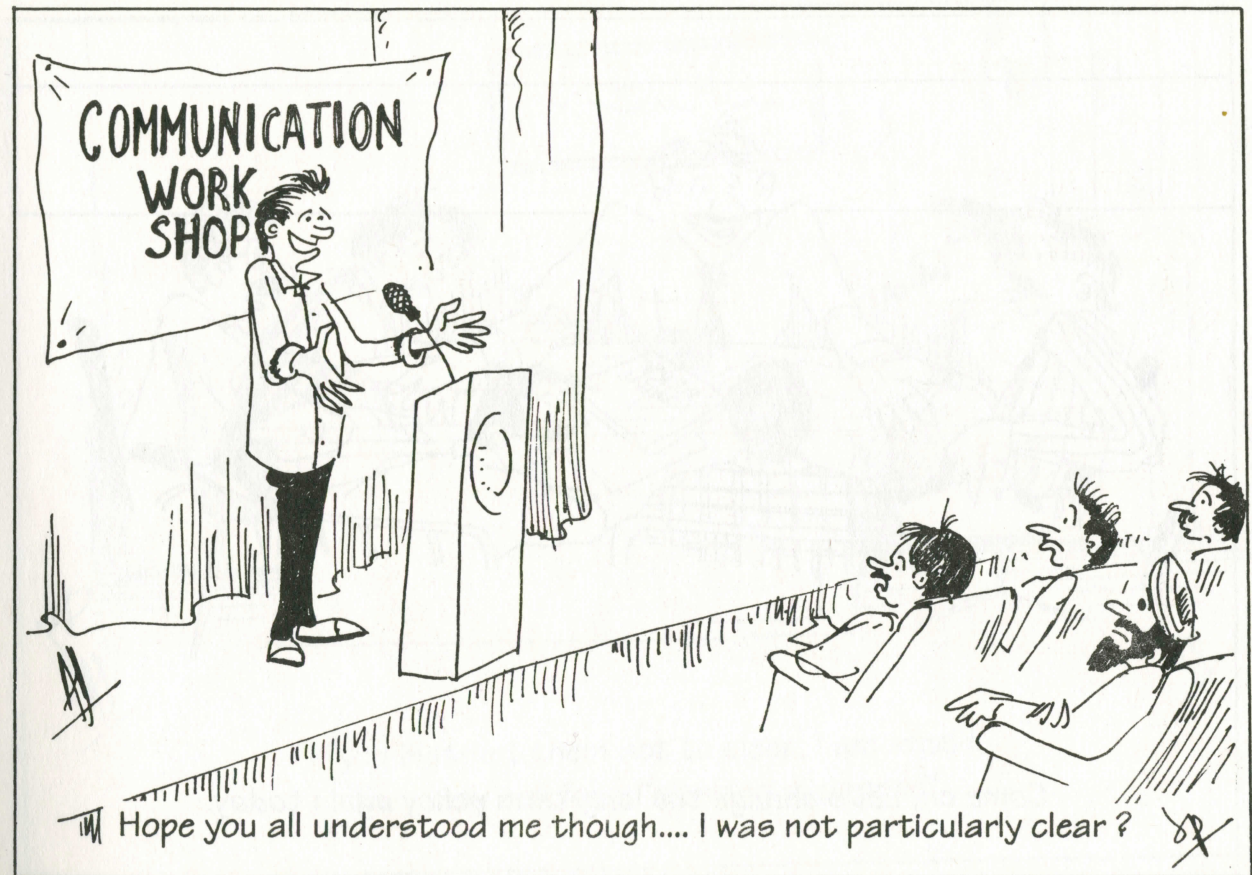
Be cautious. He'll disprove your own proof.

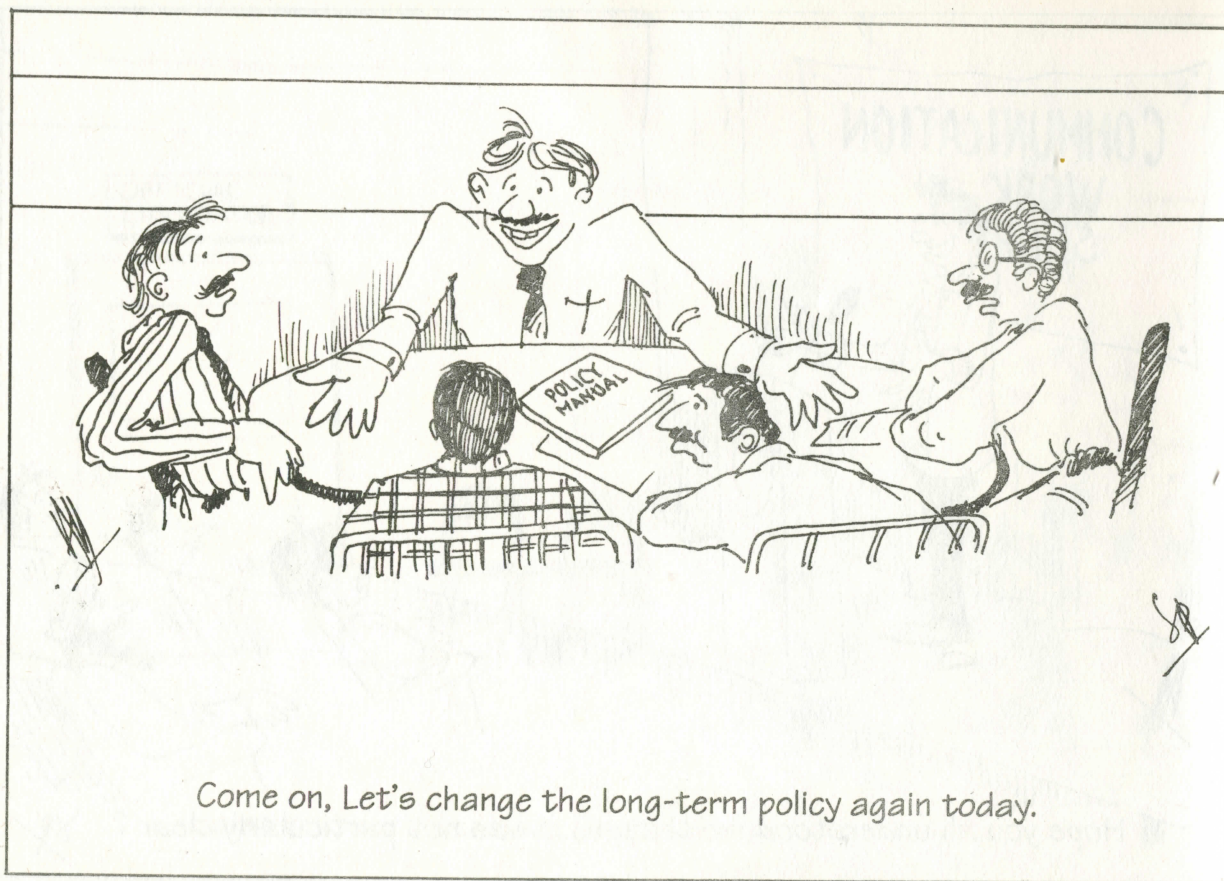


Be obstinate. Don't fail in taking decisions
even though they may be wrong.

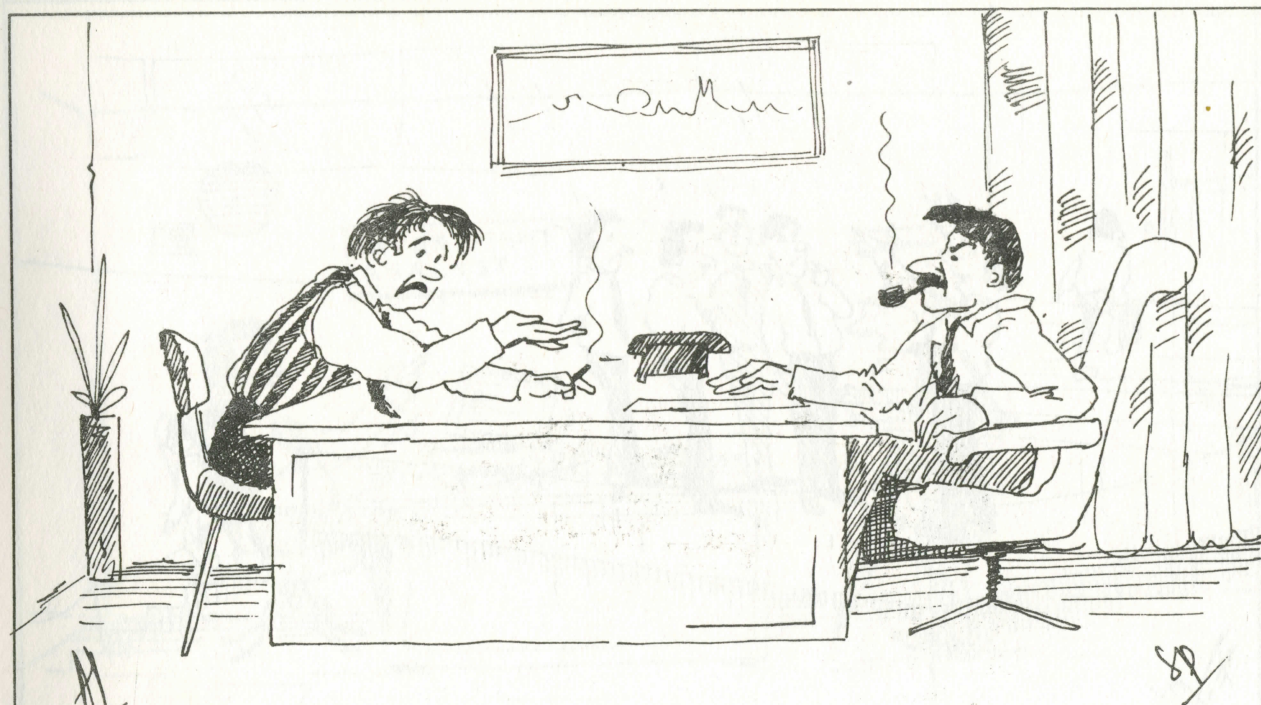


Joint Venture ! No..... No, Never, not even with my wives !

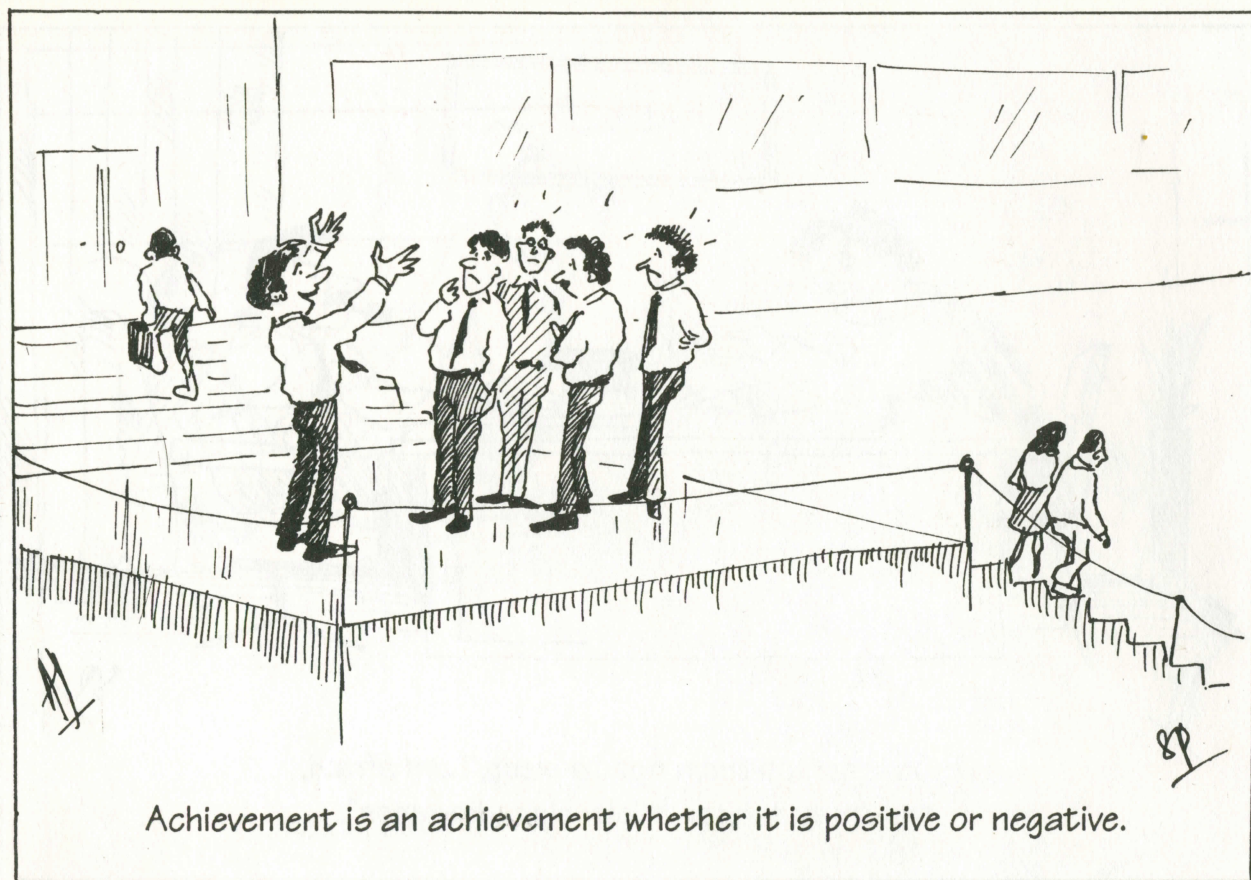


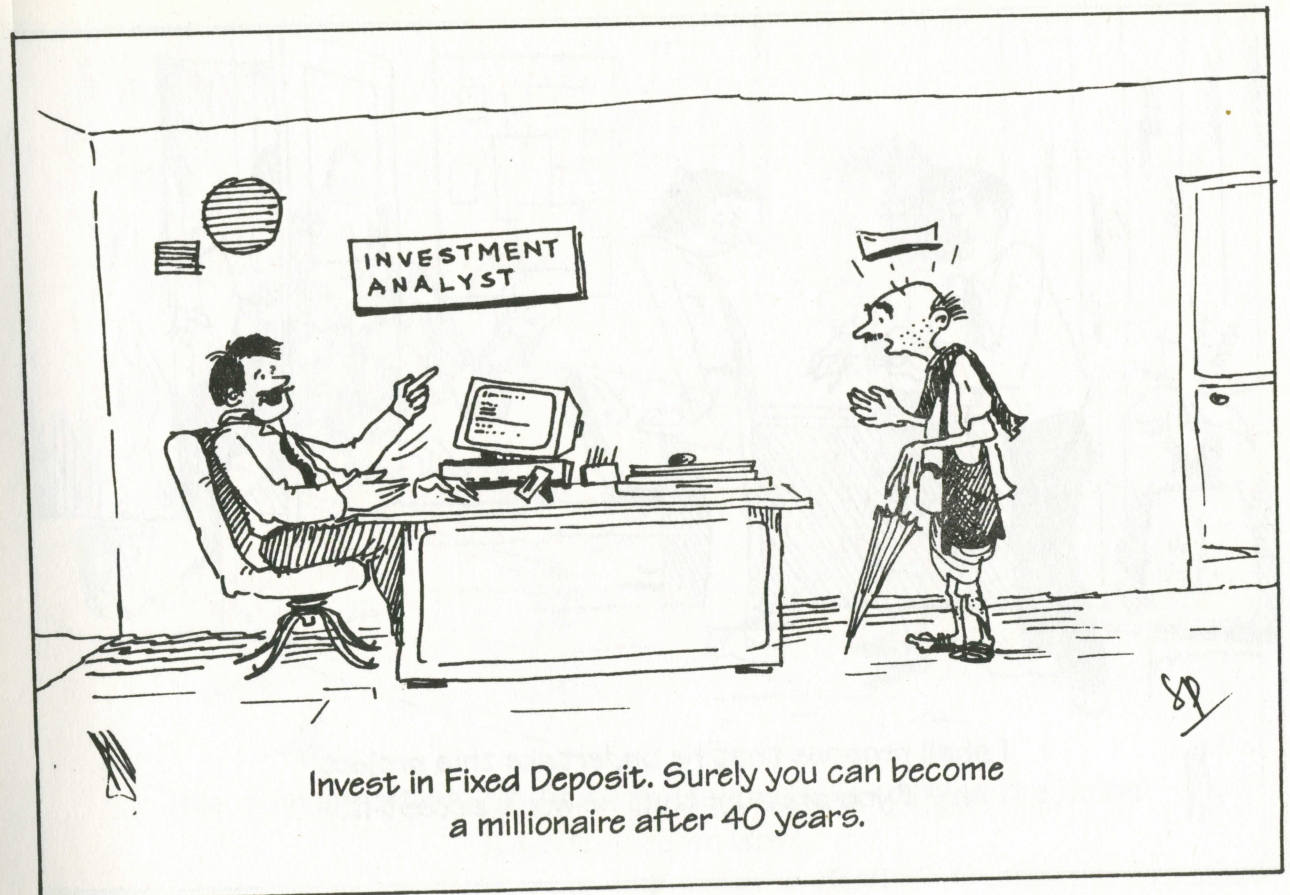


Come on, Let's change the long-term policy again today.



If you instruct them not to sleep, I am afraid,
they may ask for a "sleeping allowance".

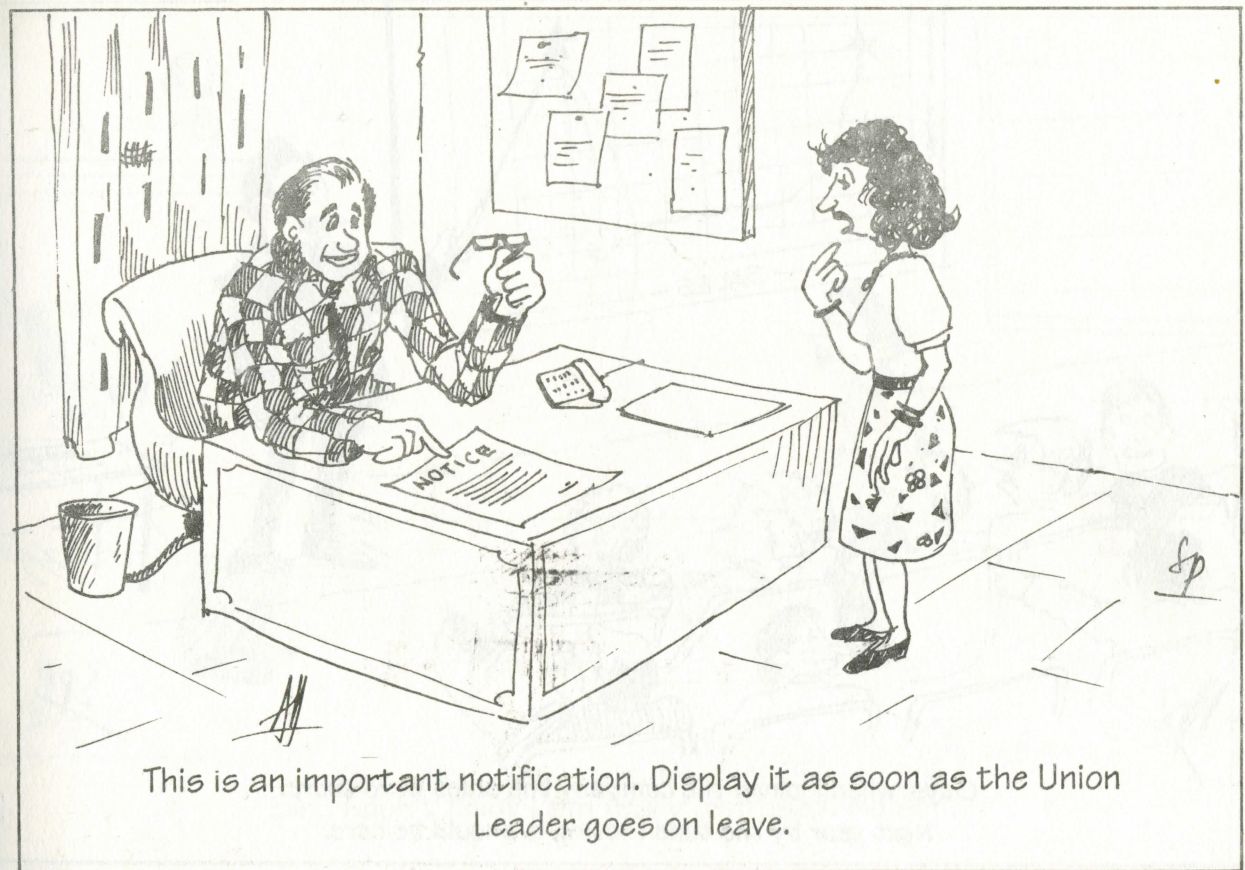




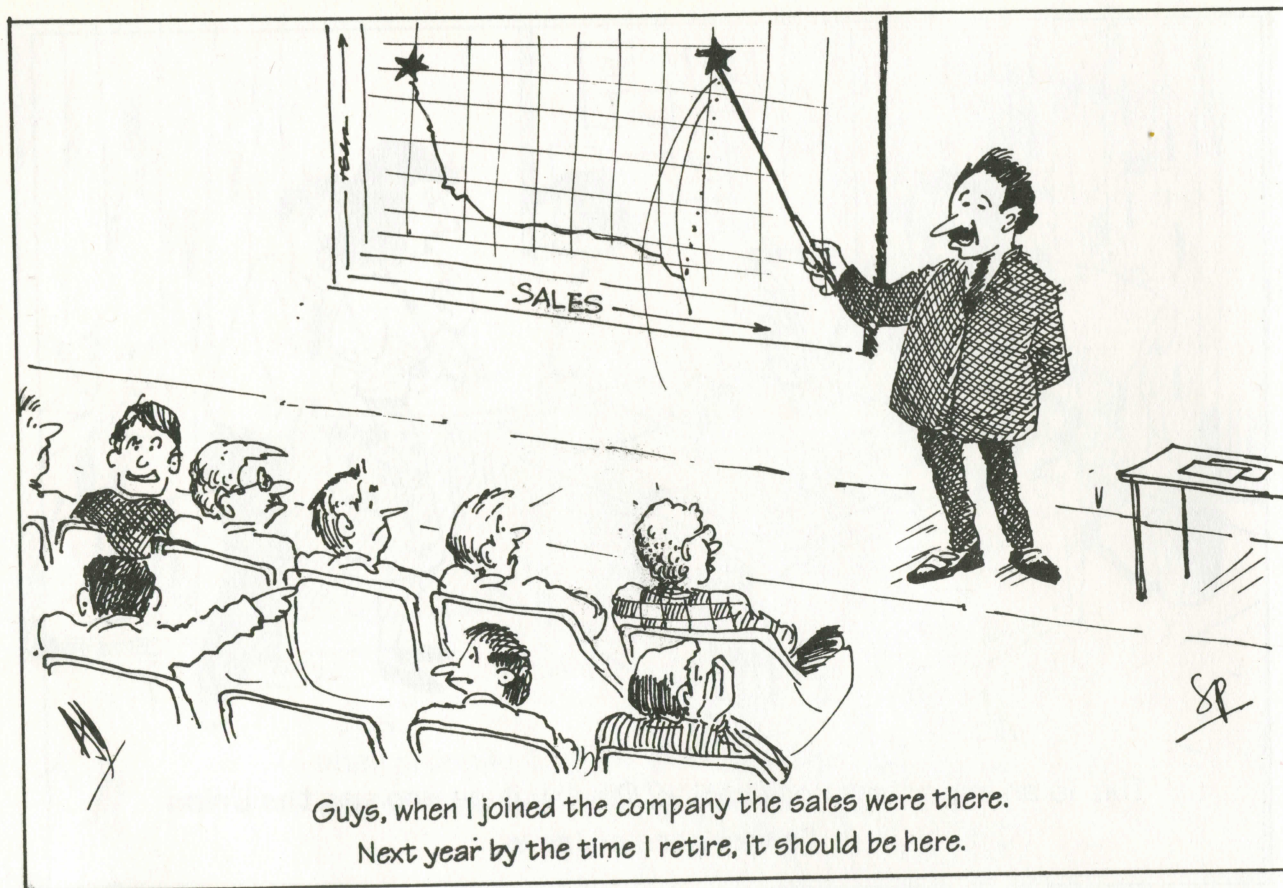
Invest in Fixed Deposit. Surely you can become
a millionaire after 40 years.

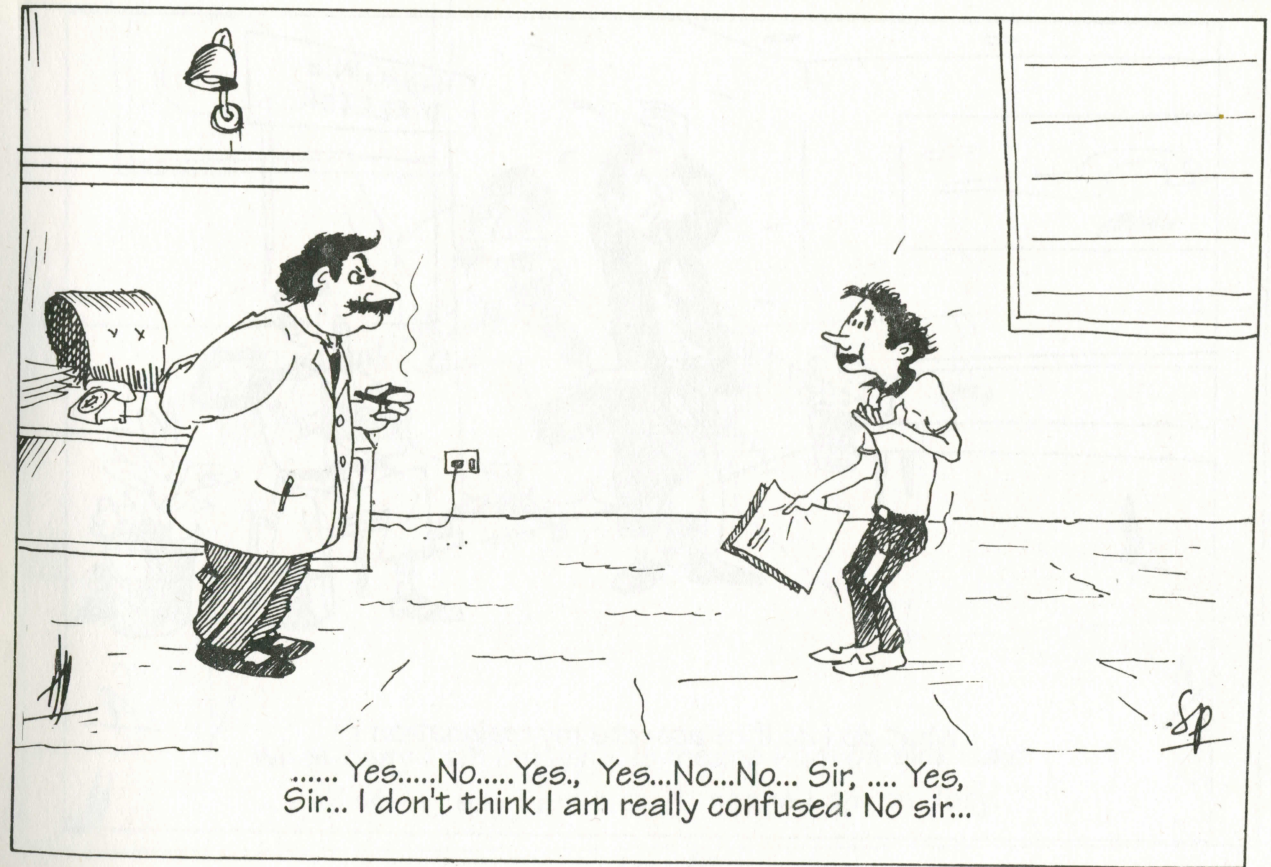


I shall propose that he undertake this project
only if you are sure that he won't accept it.

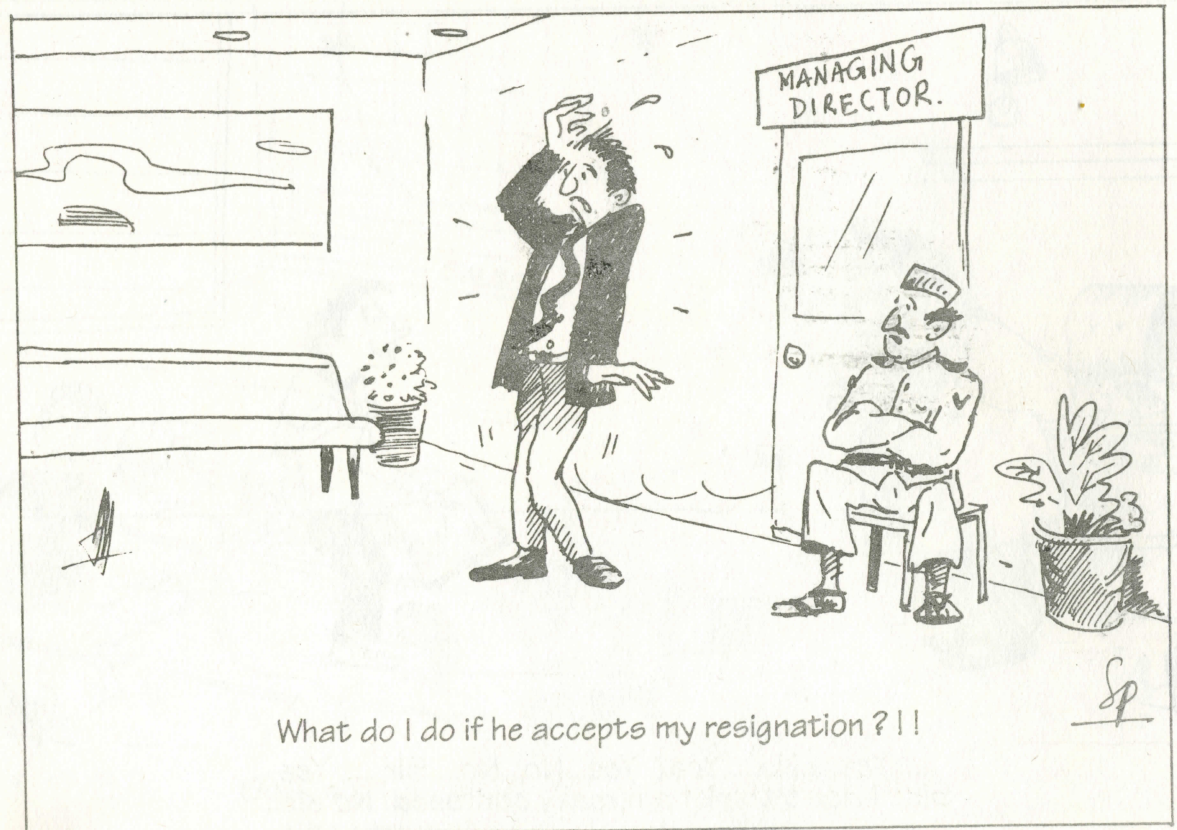


This is an important notification. Display it as soon as the Union Leader goes on leave.

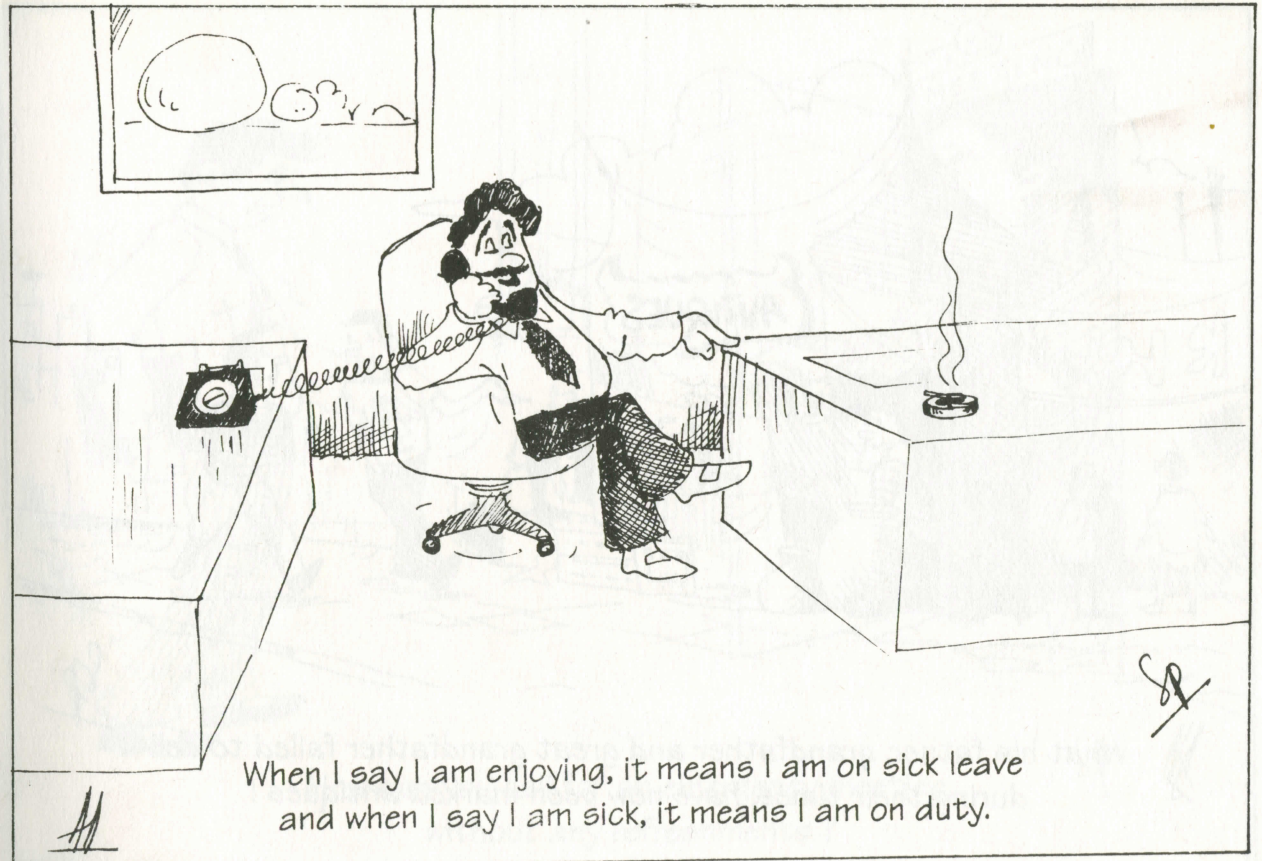


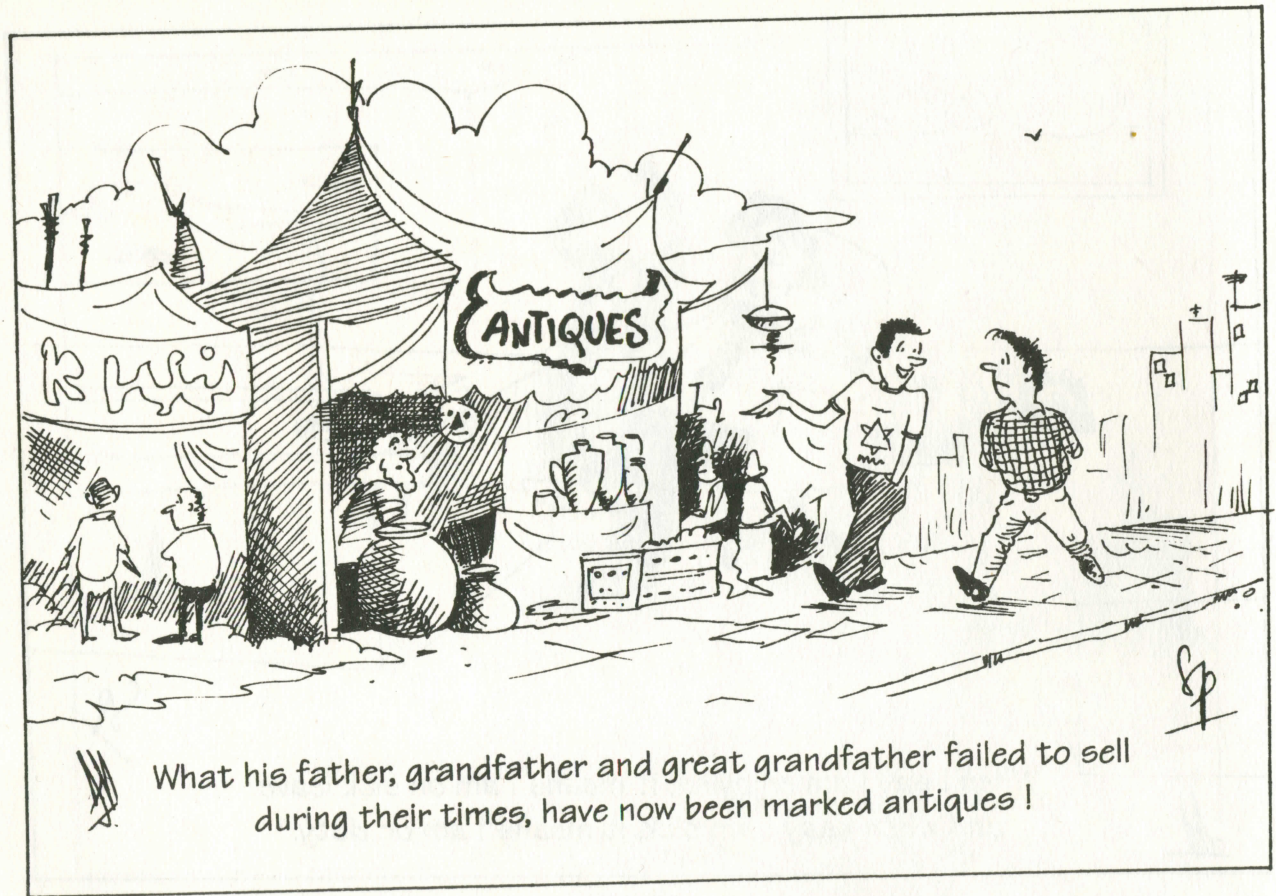


..... Yes.....No.....Yes., Yes...No...No... Sir, Yes,
Sir... I don't think I am really confused. No sir...

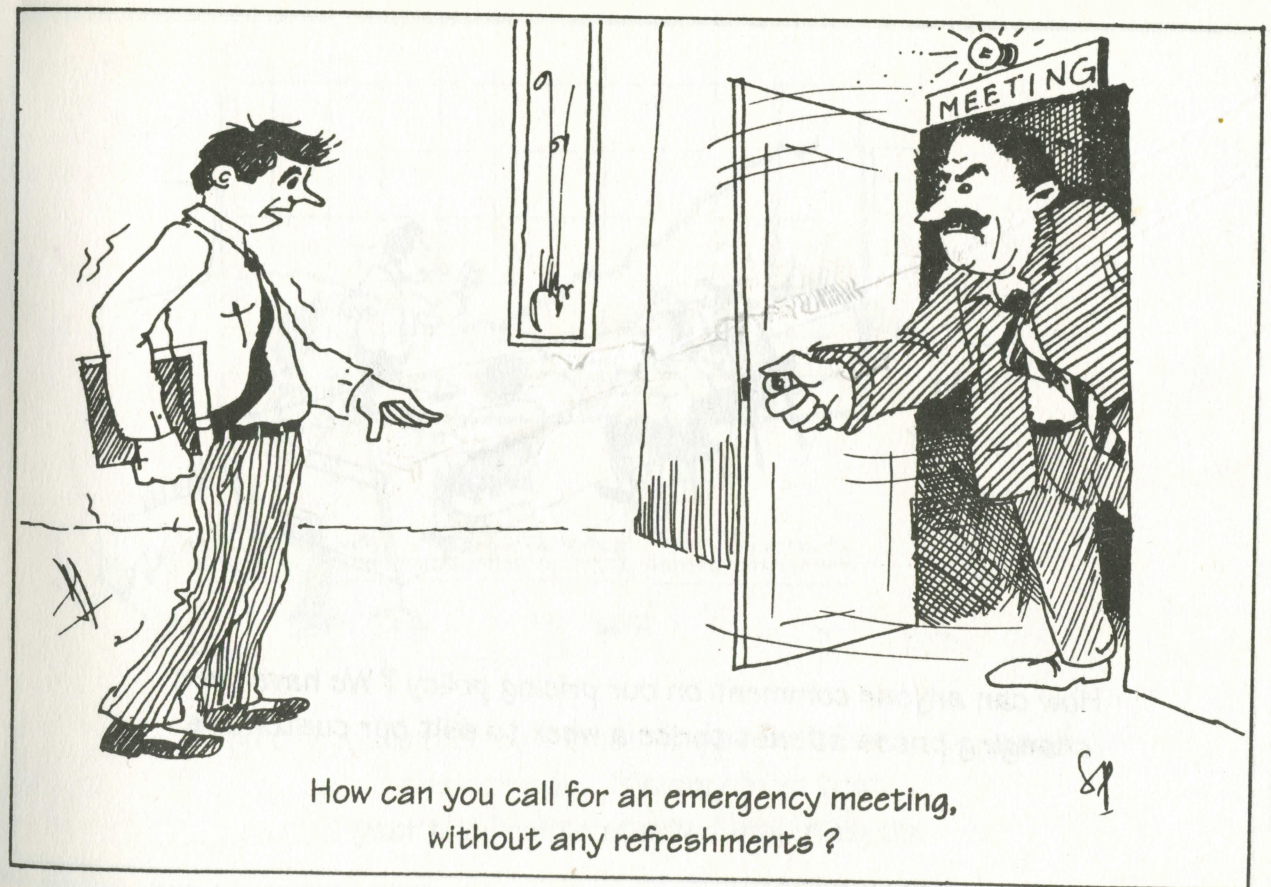


What do I do if he accepts my resignation ? !!

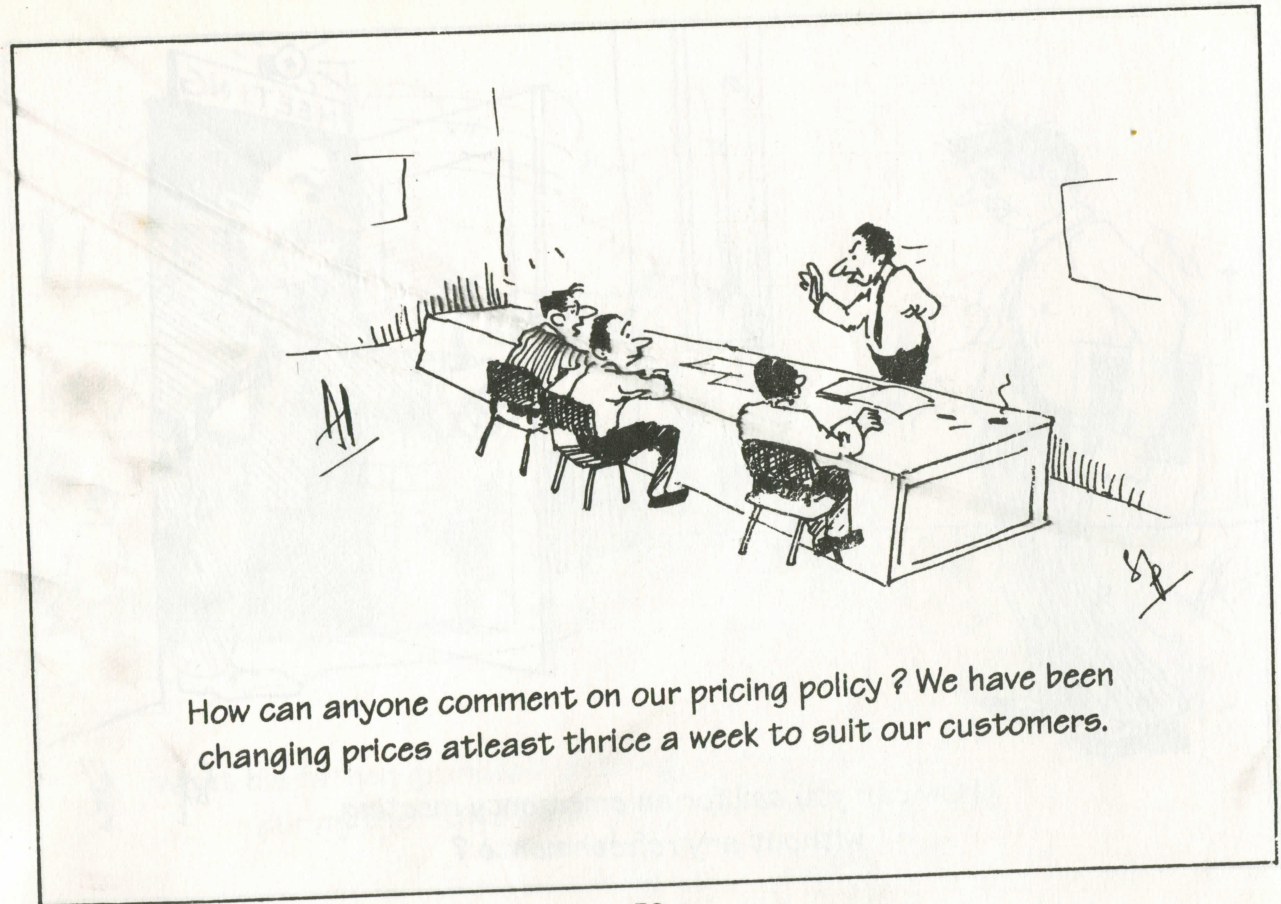




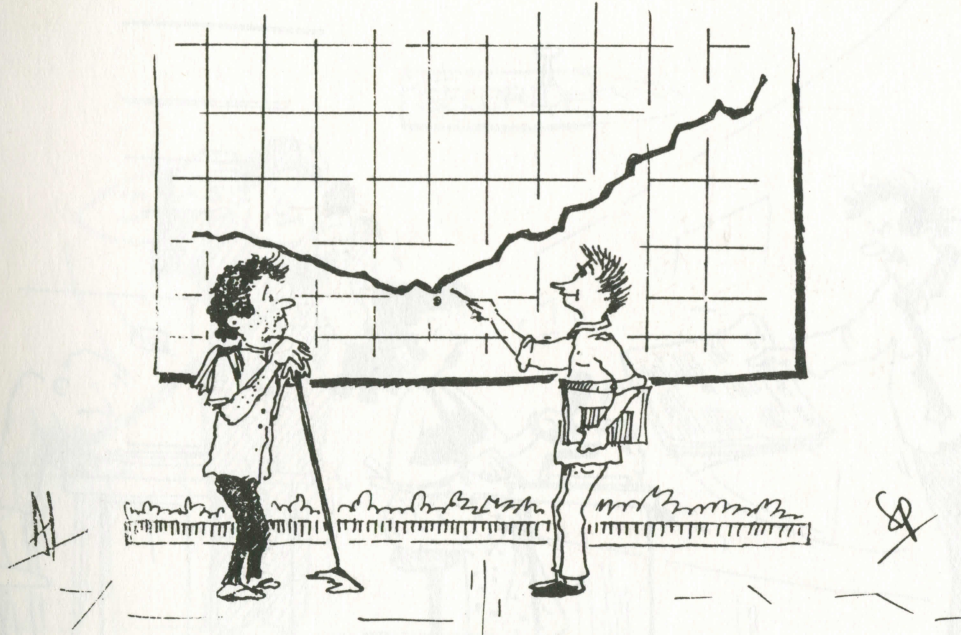
What his father, grandfather and great grandfather failed to sell during their times, have now been marked antiques !



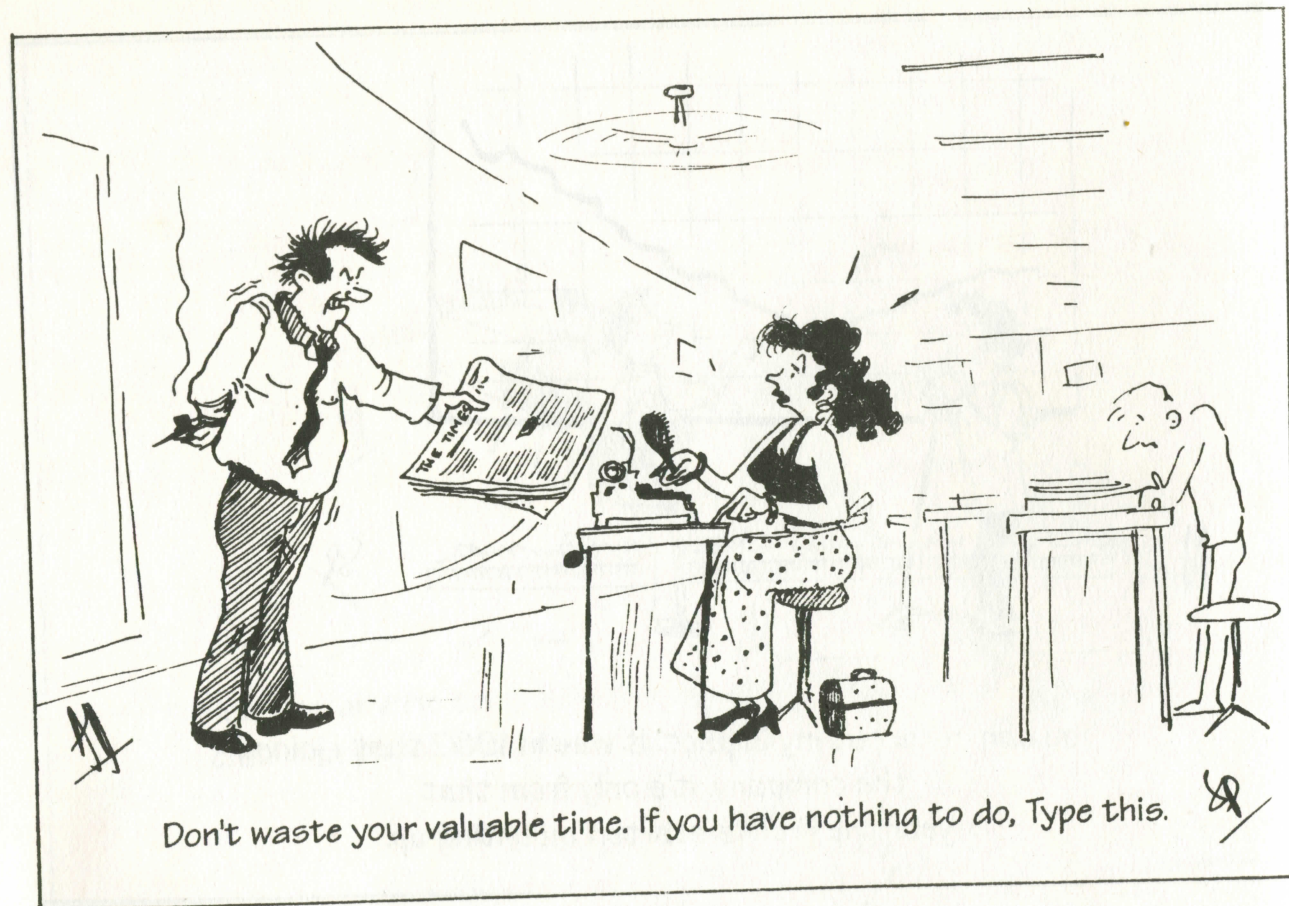
How can you call for an emergency meeting,
without any refreshments ?




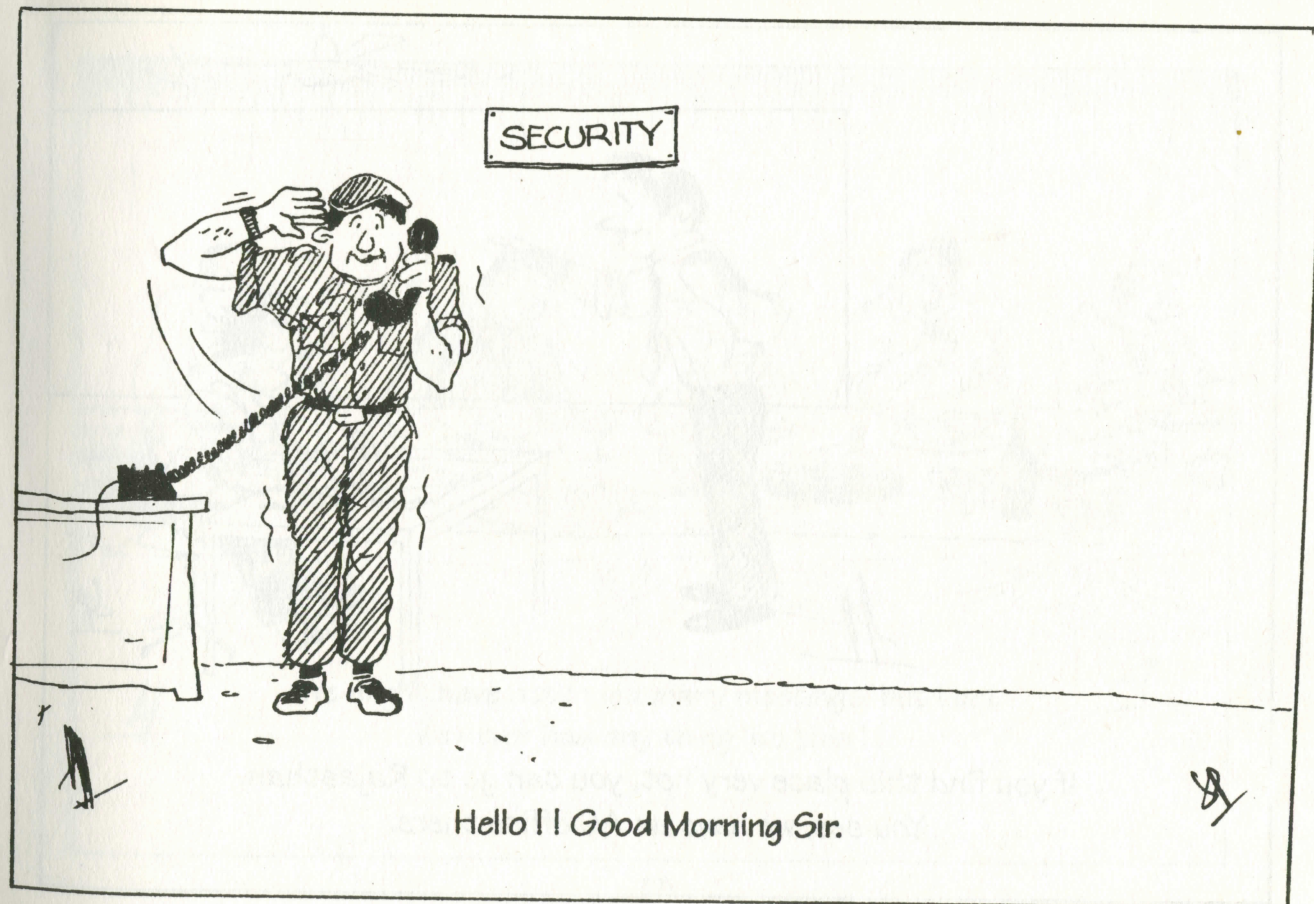
How can anyone comment on our pricing policy? We have been changing prices atleast thrice a week to suit our customers.

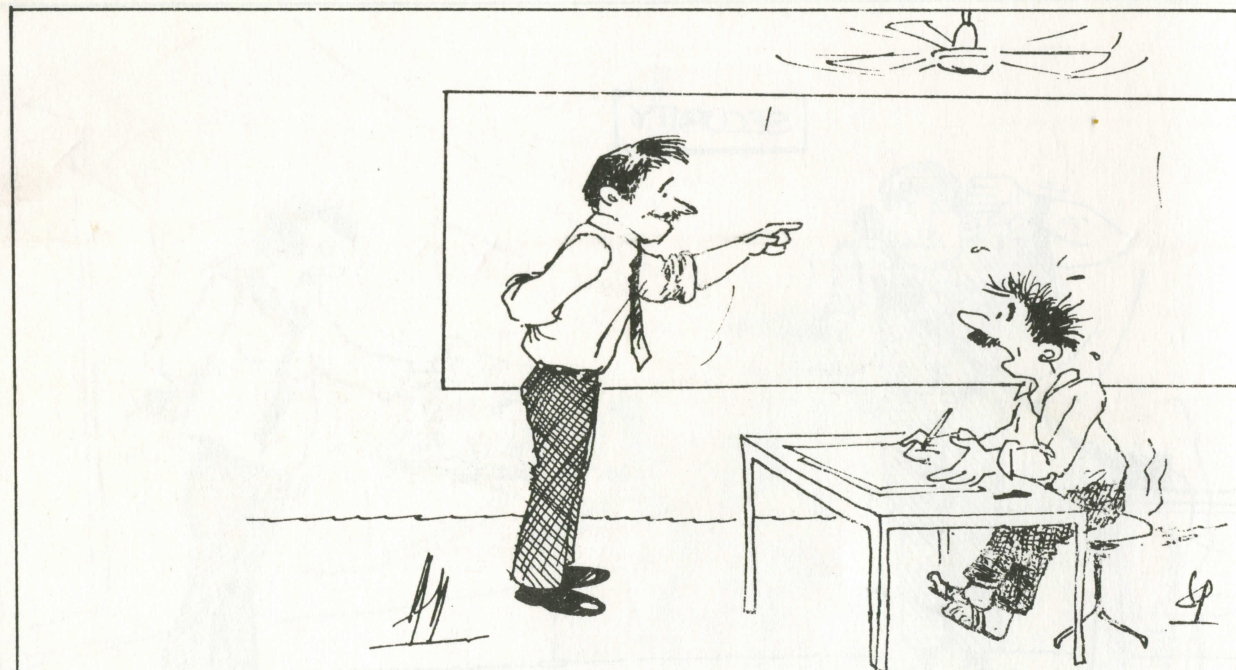


You can make out my impact. It was in 1982 that I joined the company. It's only from that year the Profits started mounting up.

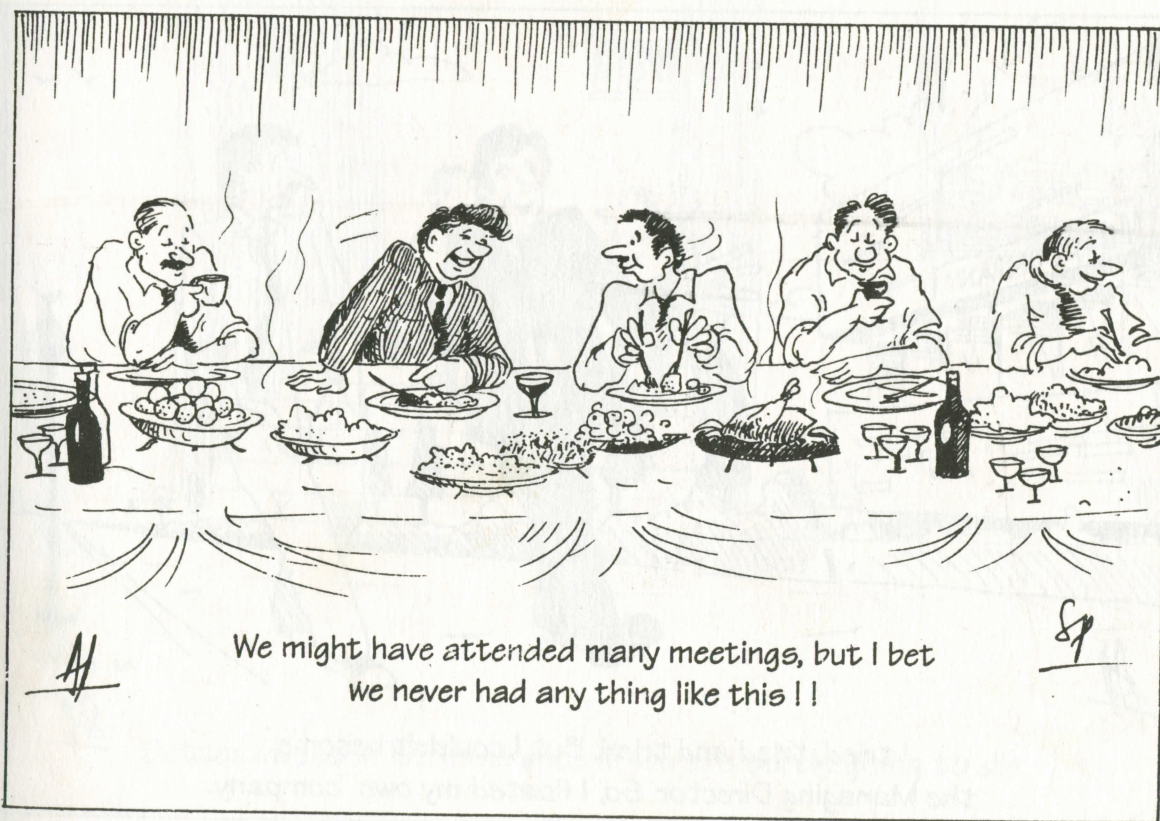


Don't waste your valuable time. If you have nothing to do, Type this. 





If you find this place very hot, you can go to Rajasthan.
You see, we have an AC office there.



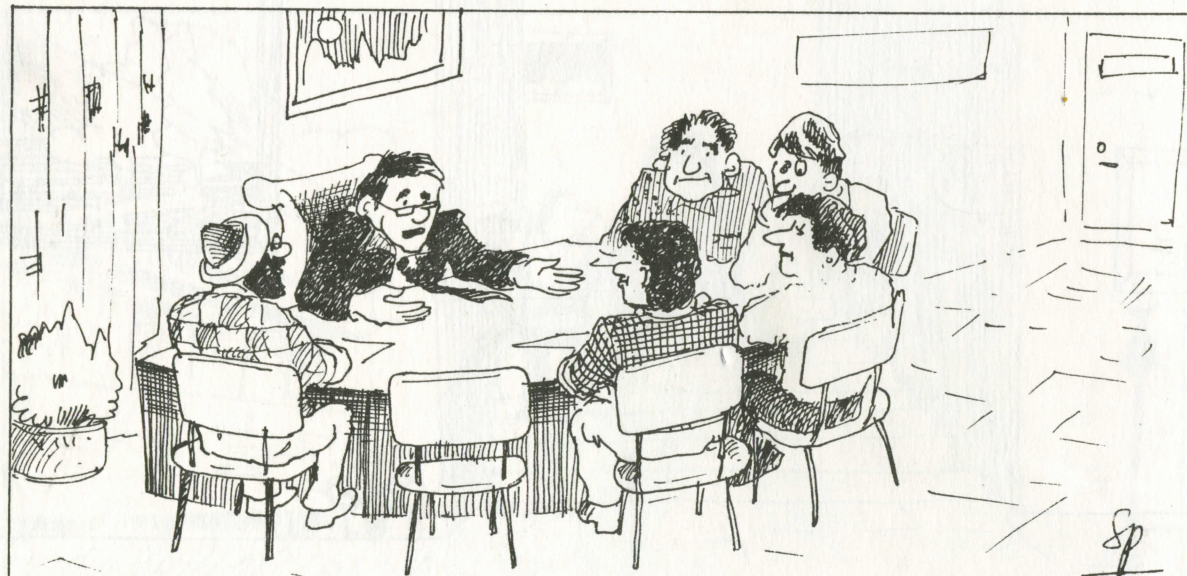
We might have attended many meetings, but I bet
we never had any thing like this !!



I tried, tried and tried. But I couldn't become
the Managing Director. So, I floated my own company.

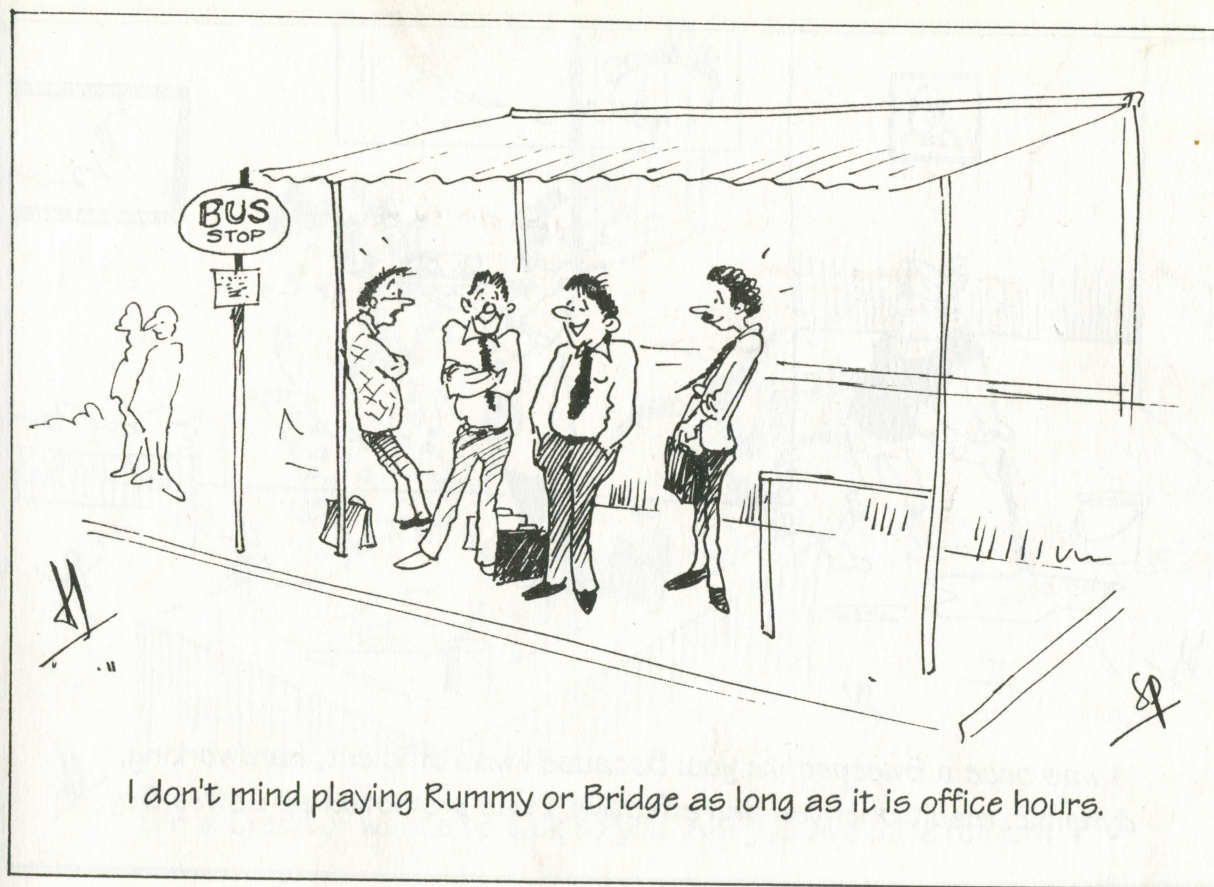


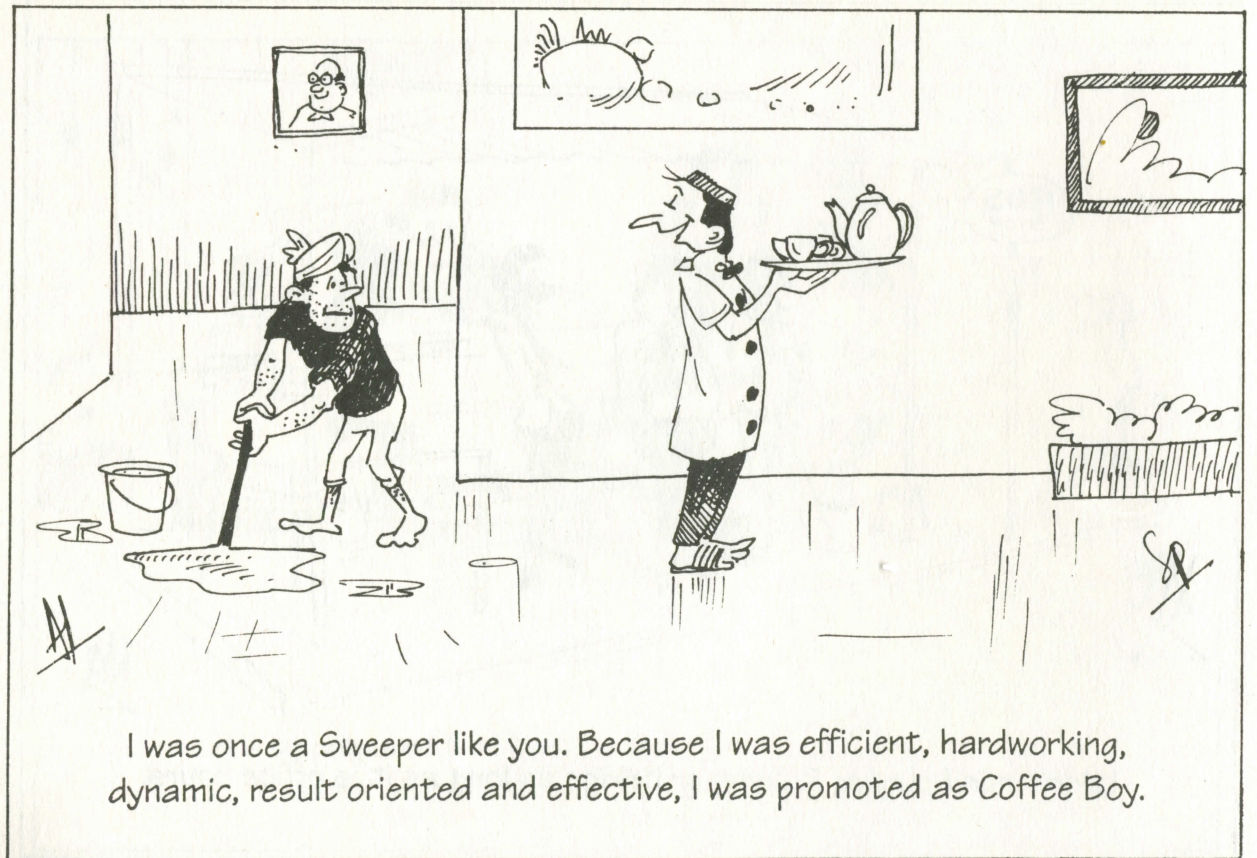
Better invest in life insurance if you are surely going to die.



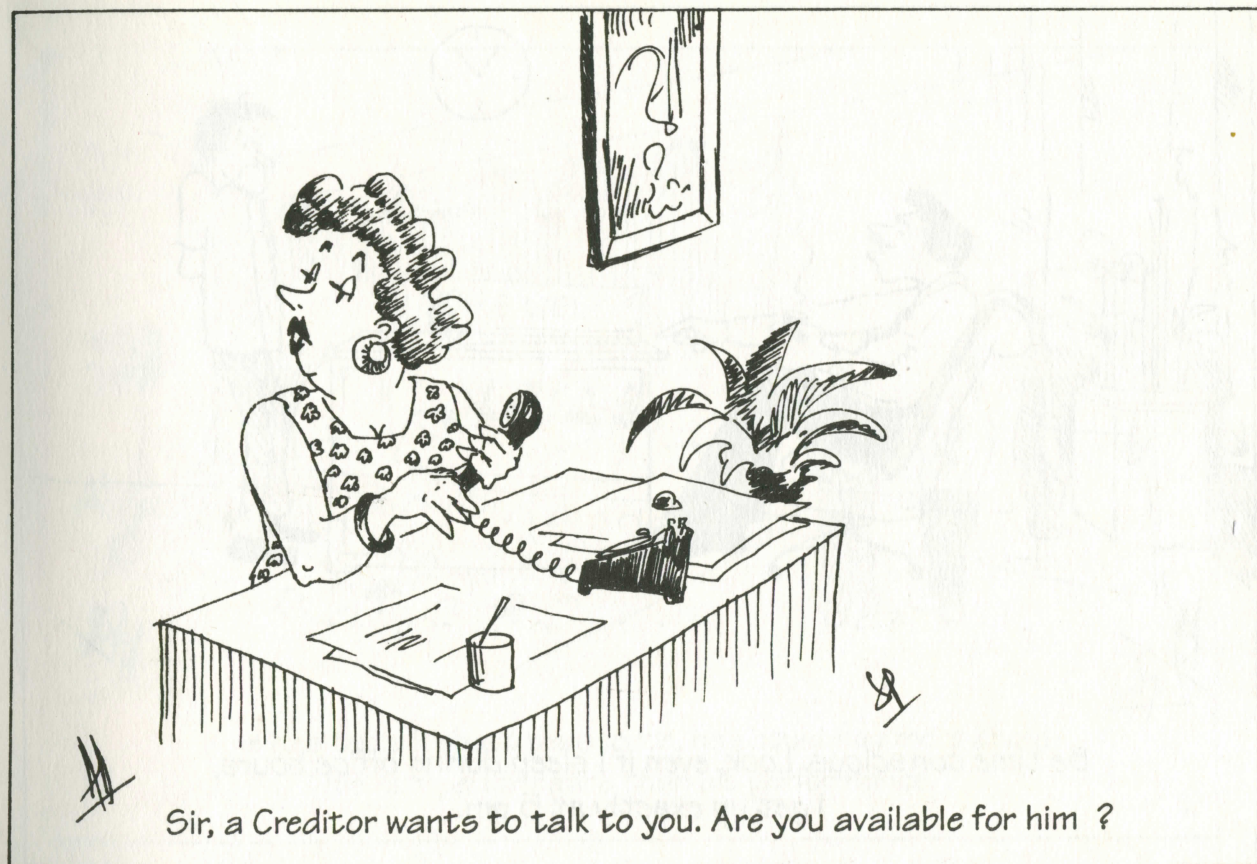
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Let's be prepared for Dissolution in the process of Promotion.

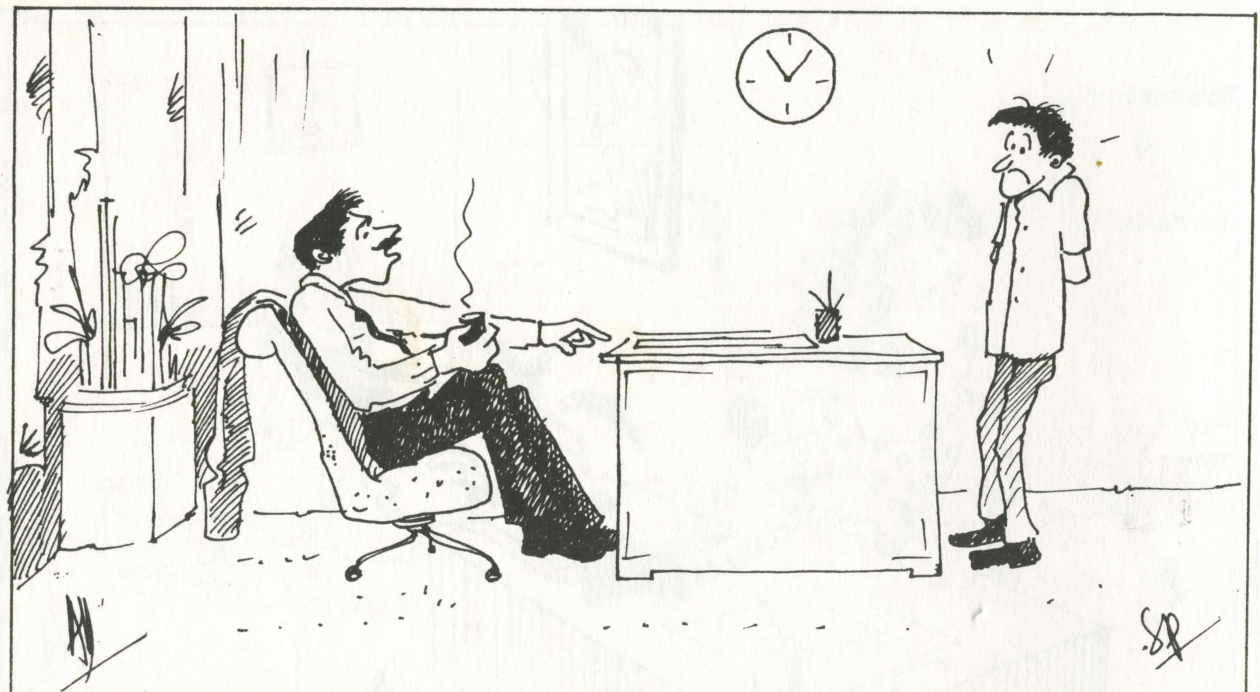




I was once a Sweeper like you. Because I was efficient, hardworking, dynamic, result oriented and effective, I was promoted as Coffee Boy.



Sir, a Creditor wants to talk to you. Are you available for him ?



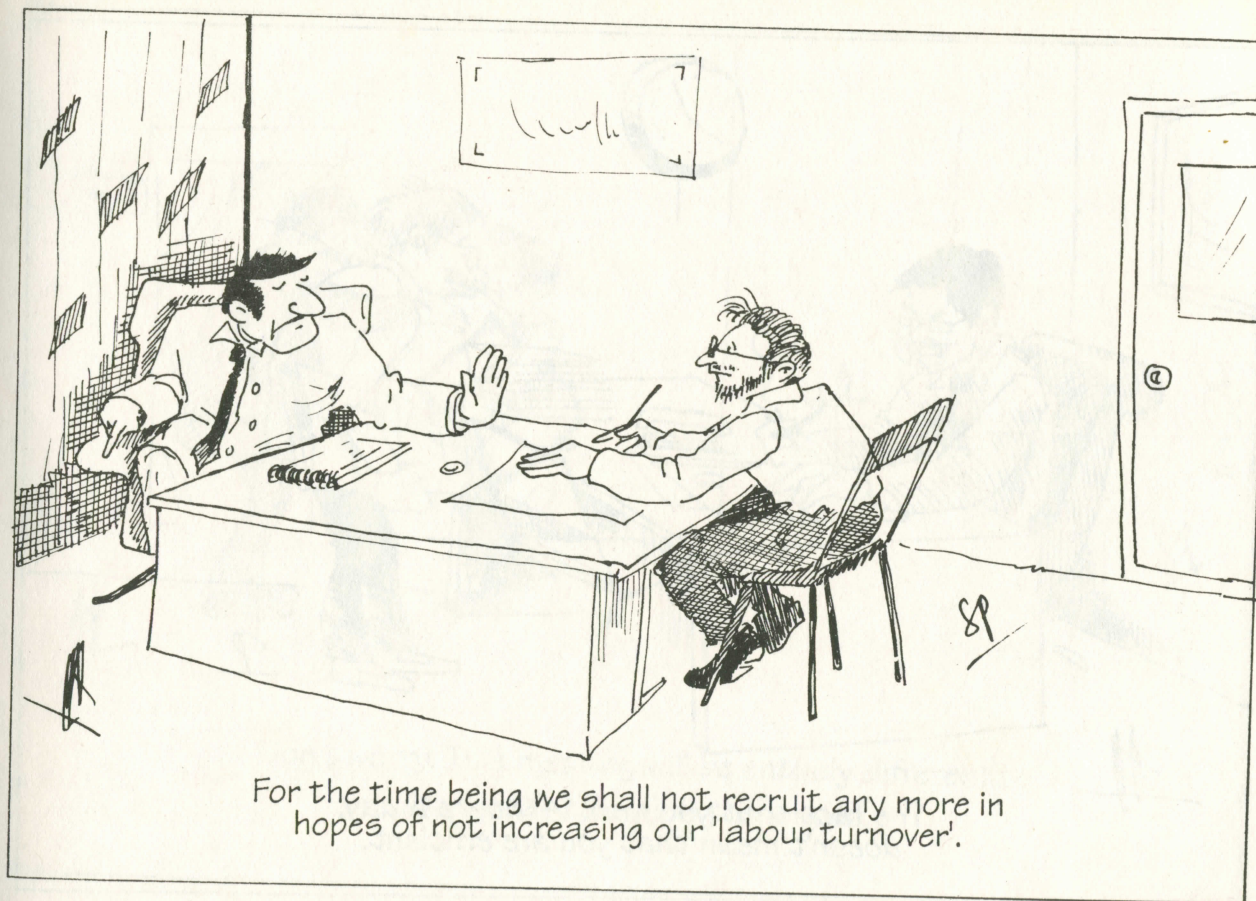
Be time conscious. Look, even if I sleep during office hours,
I get up exactly at 5 pm.



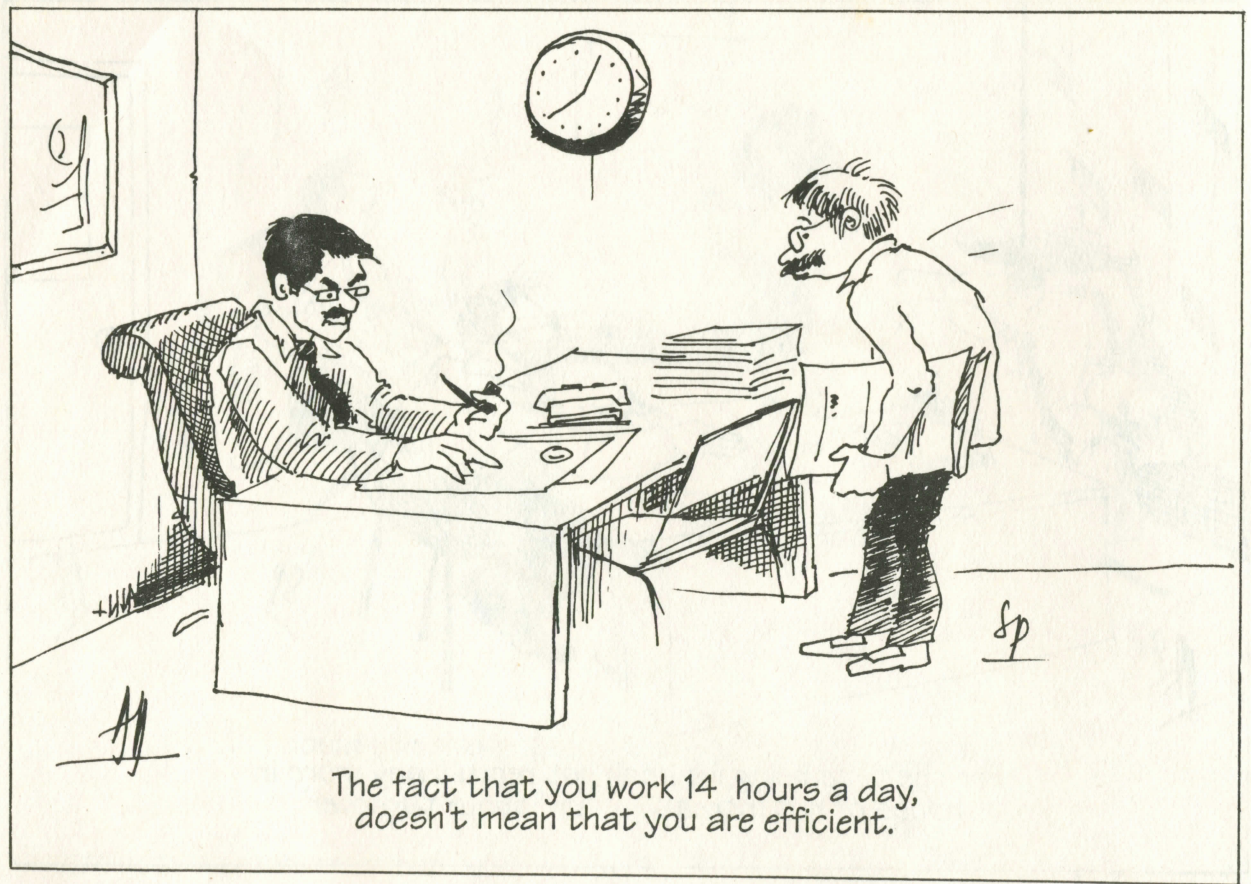
If he has to talk about his service, he should say more about his non-performance than his performance.

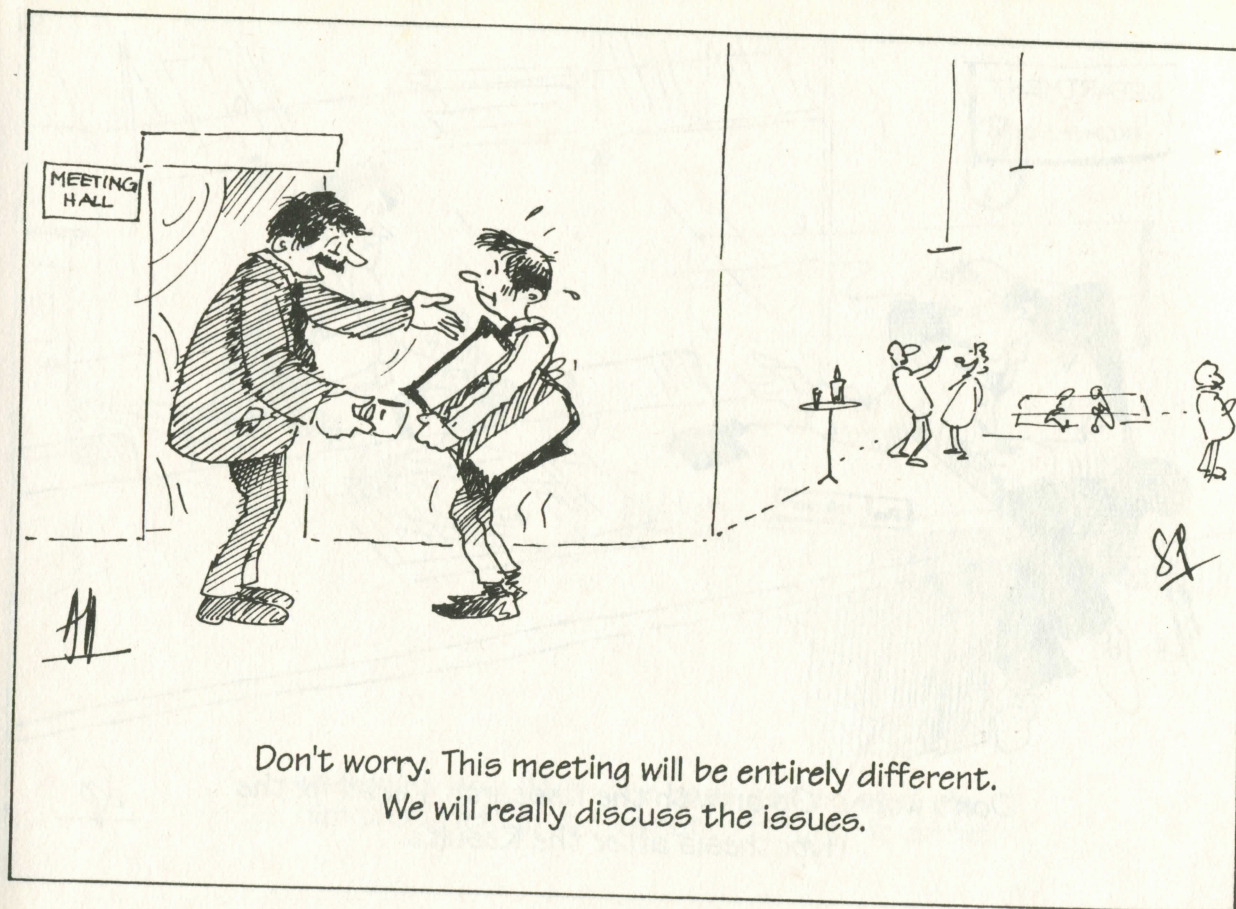


.... as I could not avoid the unavoidable circumstances

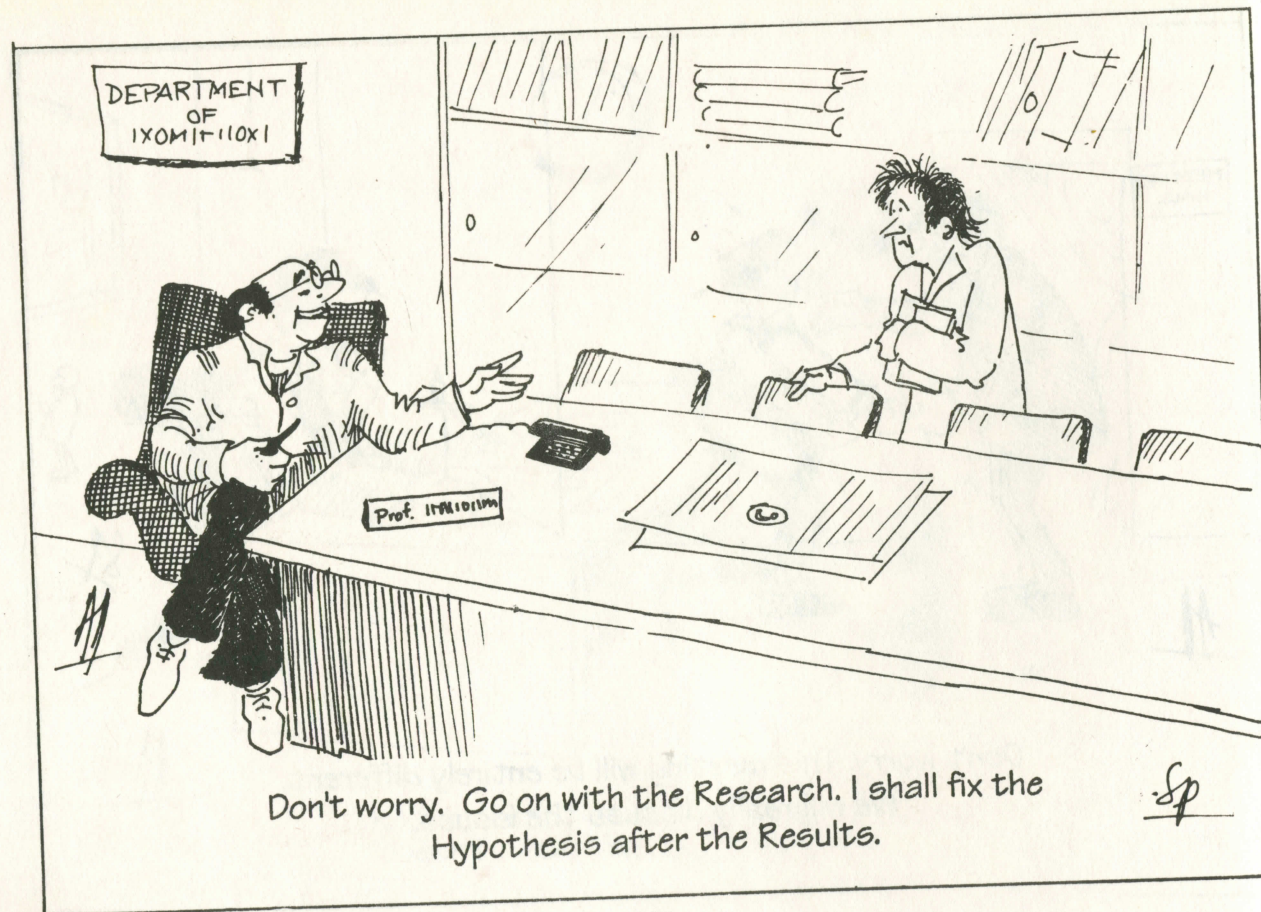


For the time being we shall not recruit any more in hopes of not increasing our 'labour turnover'.

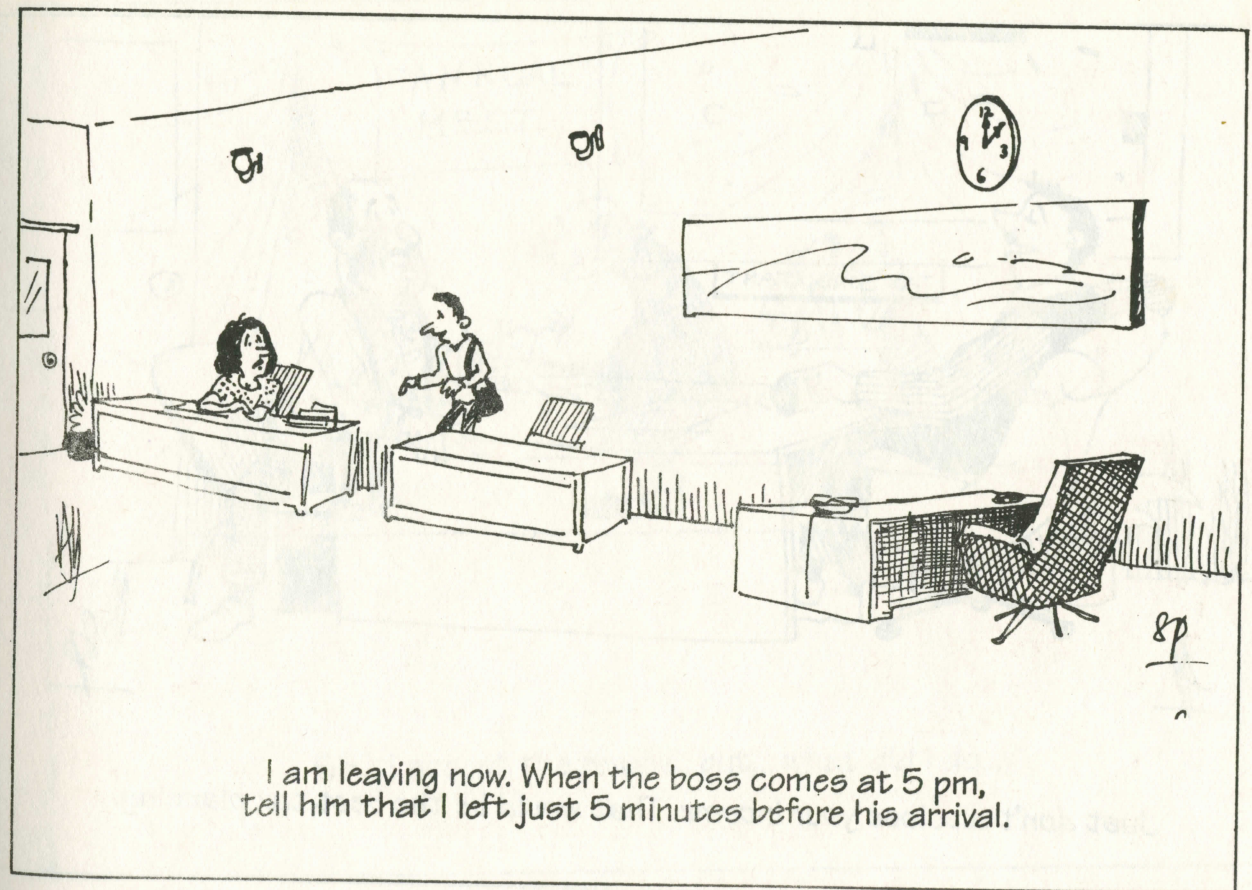




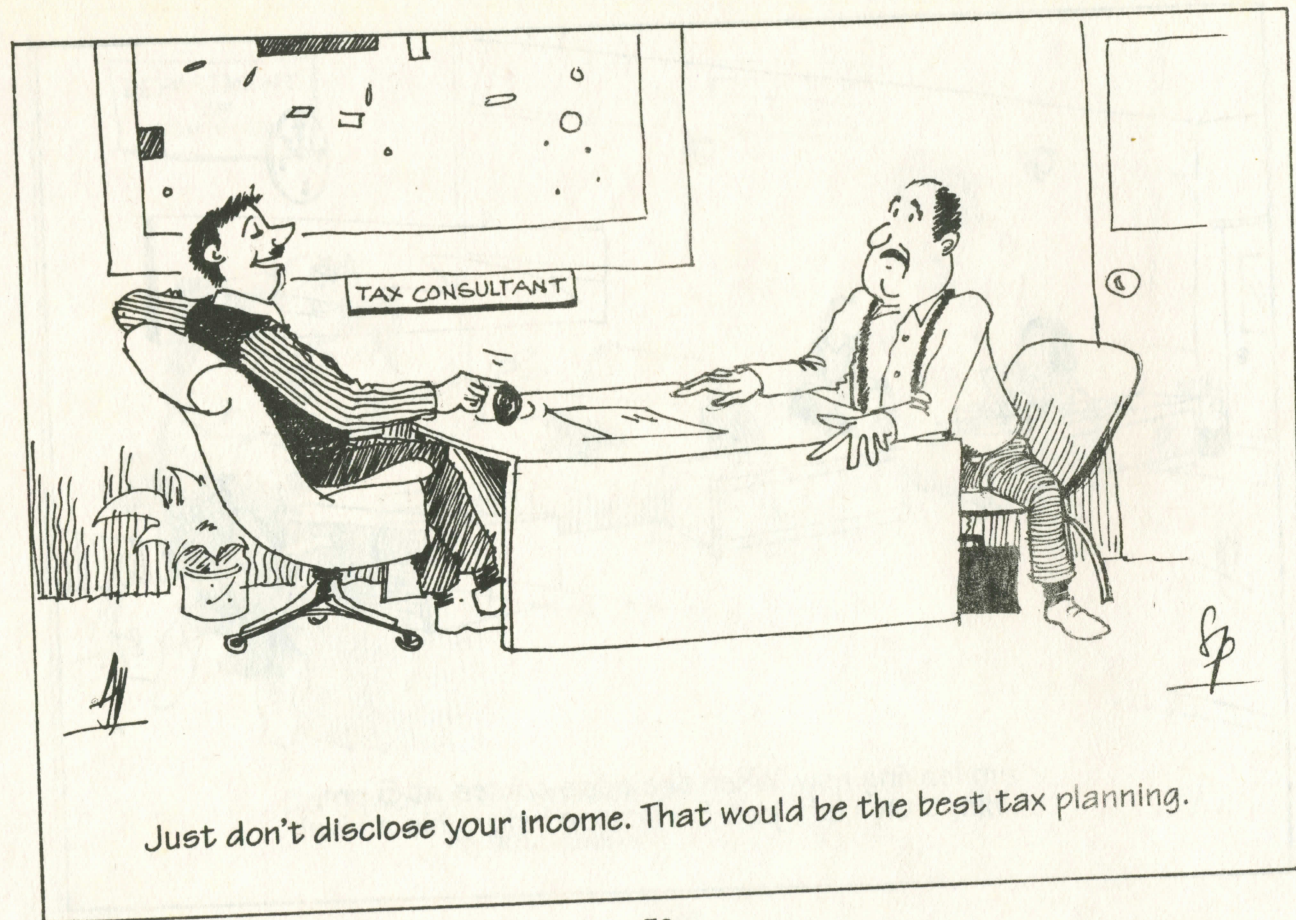
Don't worry. This meeting will be entirely different.
We will really discuss the issues.



Don't worry. Go on with the Research. I shall fix the Hypothesis after the Results.



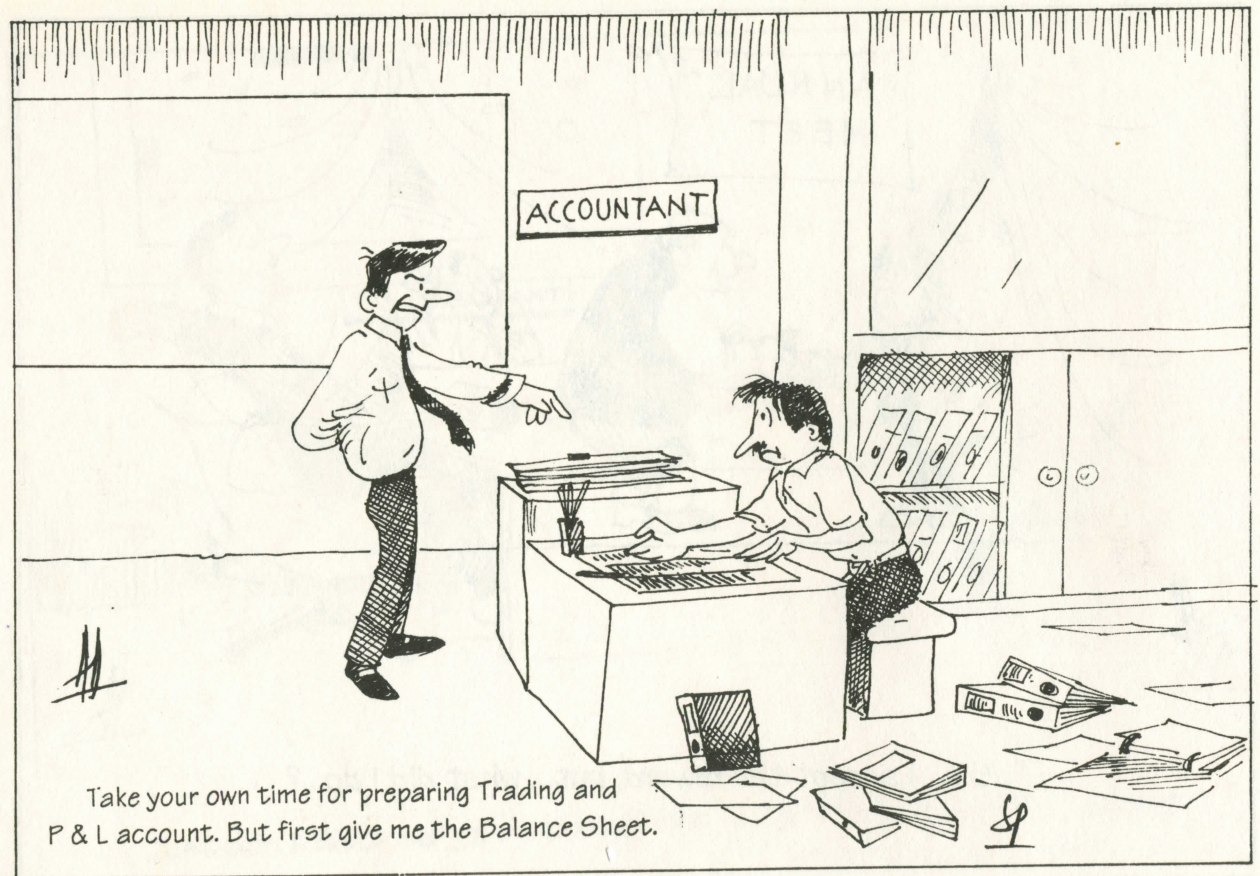
I am leaving now. When the boss comes at 5 pm,
tell him that I left just 5 minutes before his arrival.



Just don't disclose your income. That would be the best tax planning.

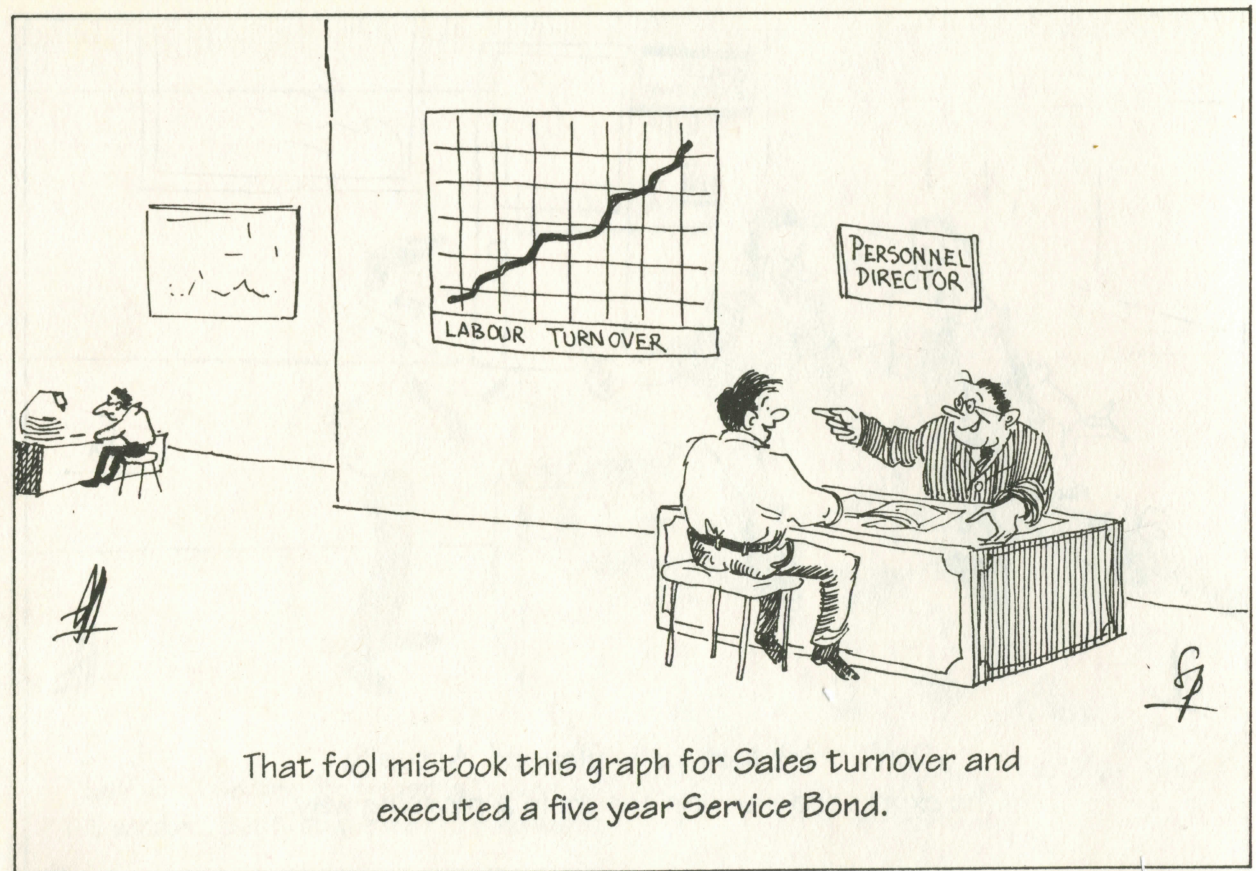


Sir... I accept the reward, but... what did I do...?

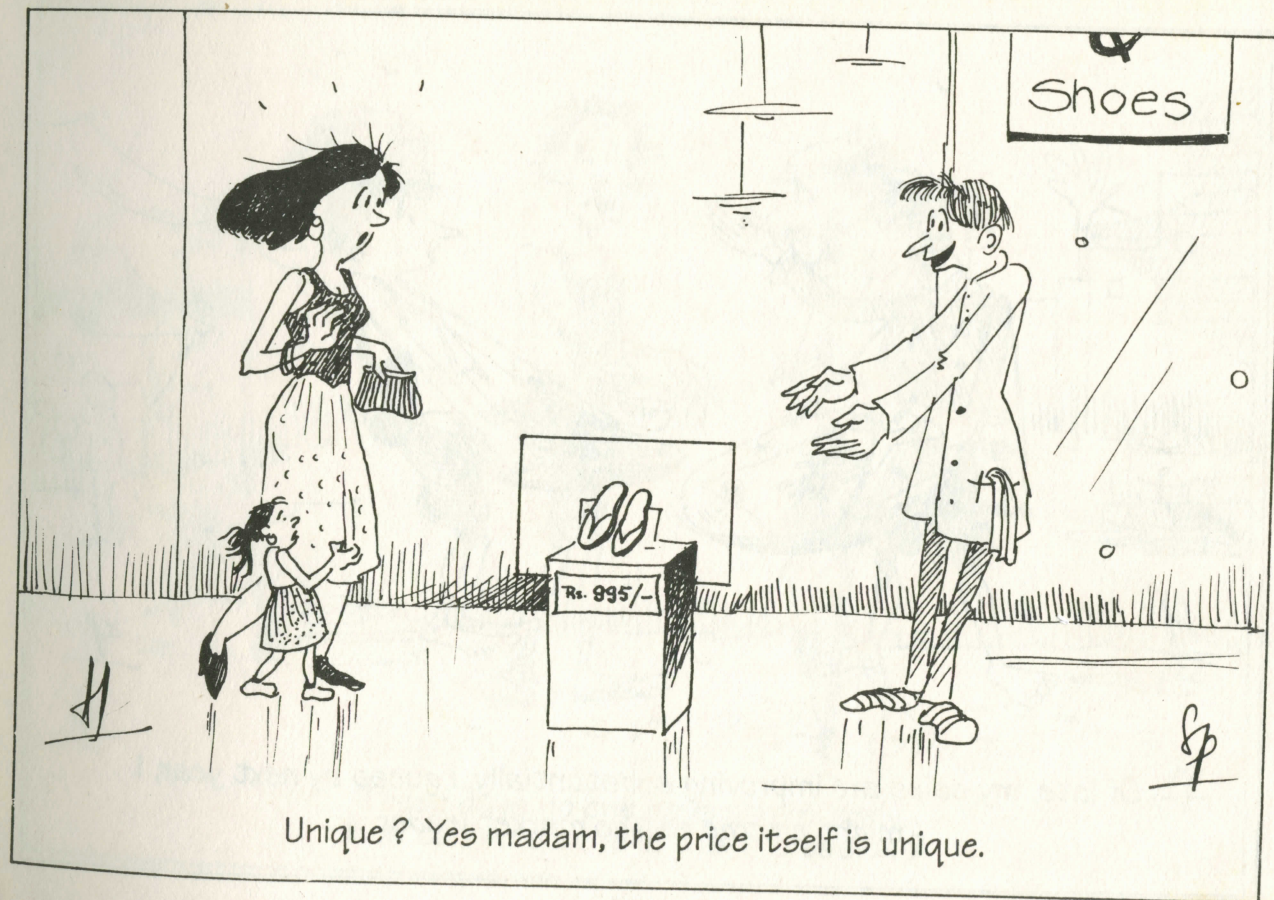


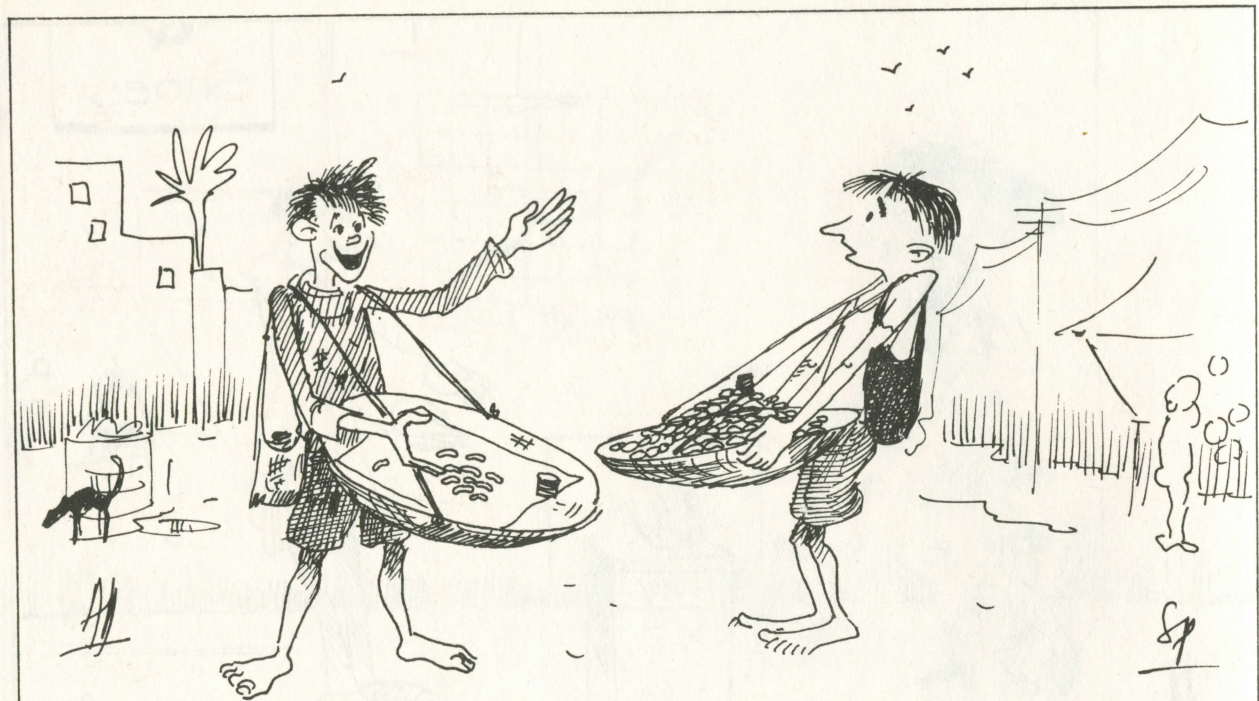


Don't think that he is pleased. Actually,
he expresses his displeasure in a pleasing way.

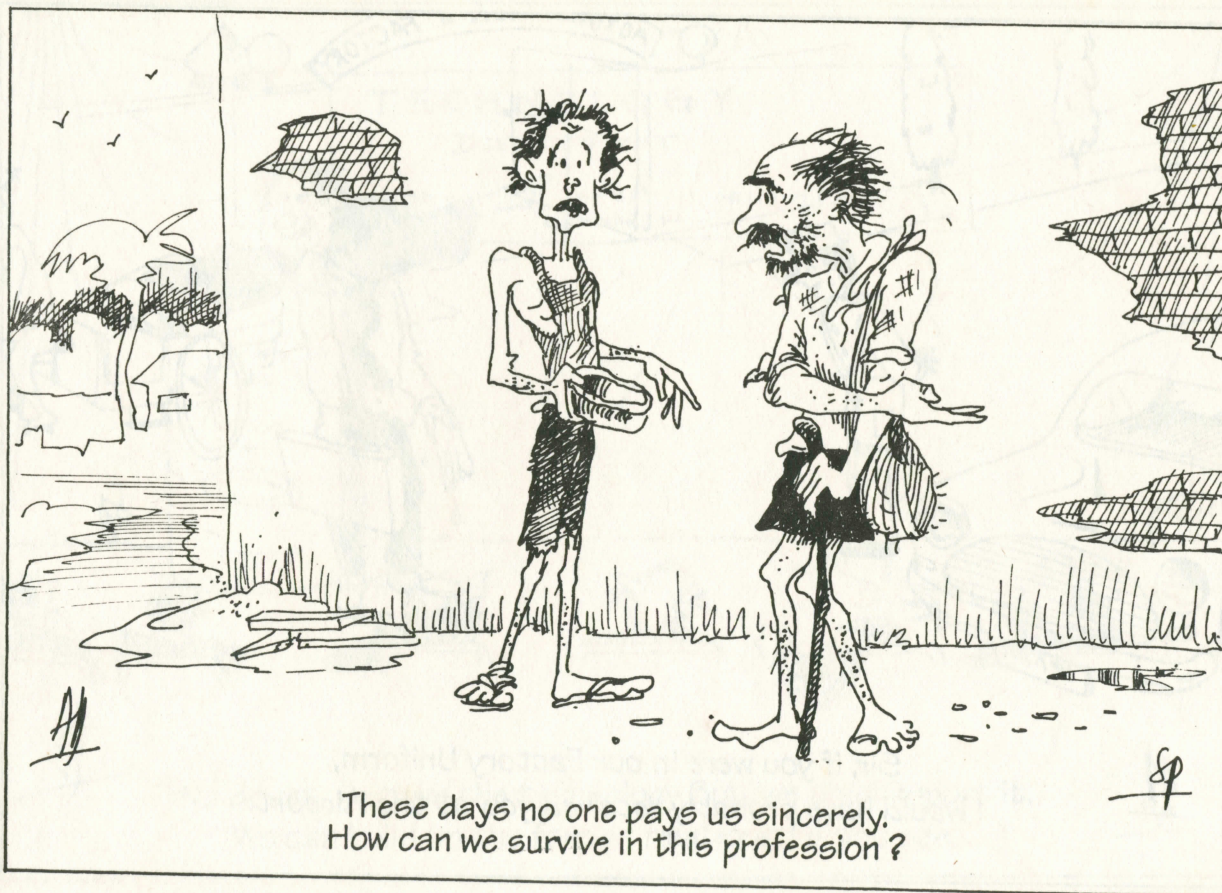


That fool mistook this graph for Sales turnover and executed a five year Service Bond.

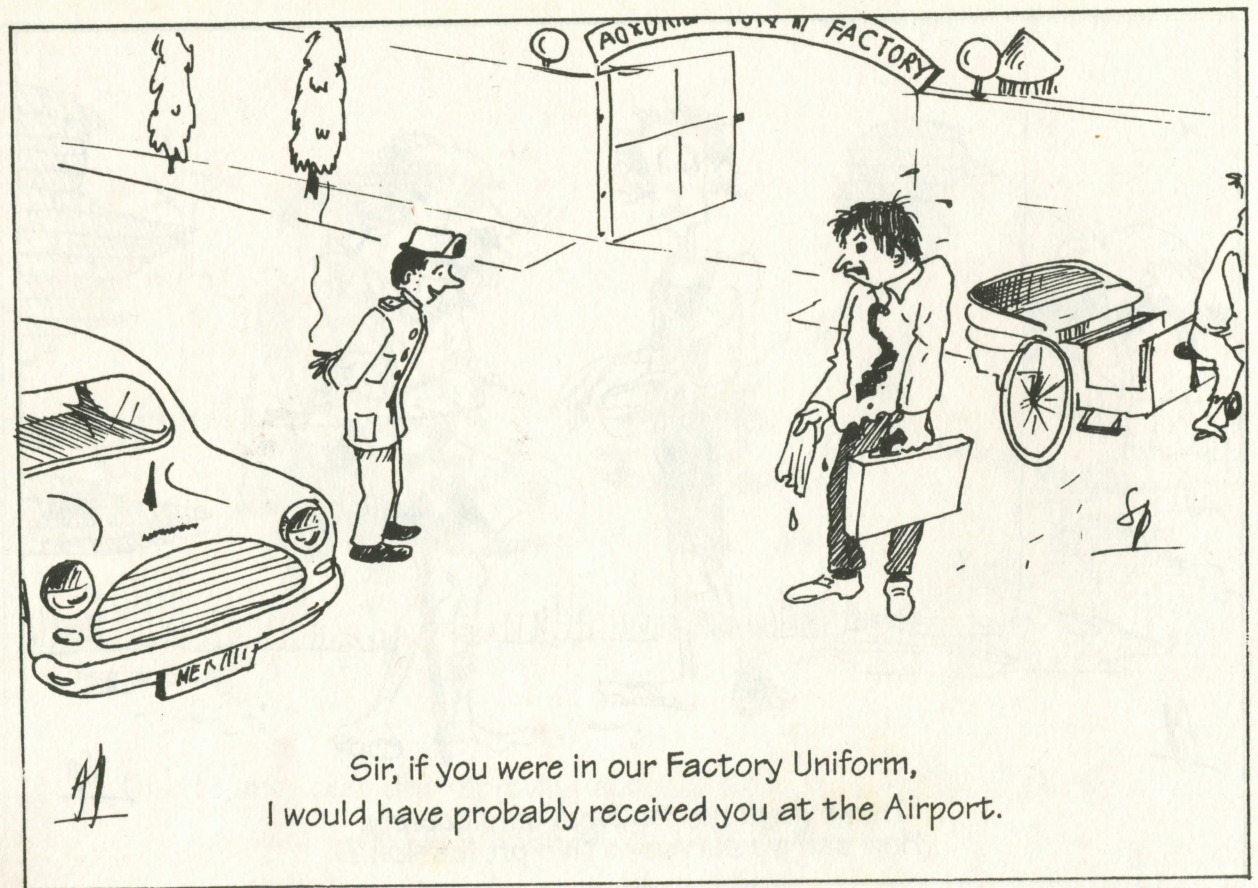




Of late, my sales are improving substantially. I guess by next year, I might emerge as the market leader.

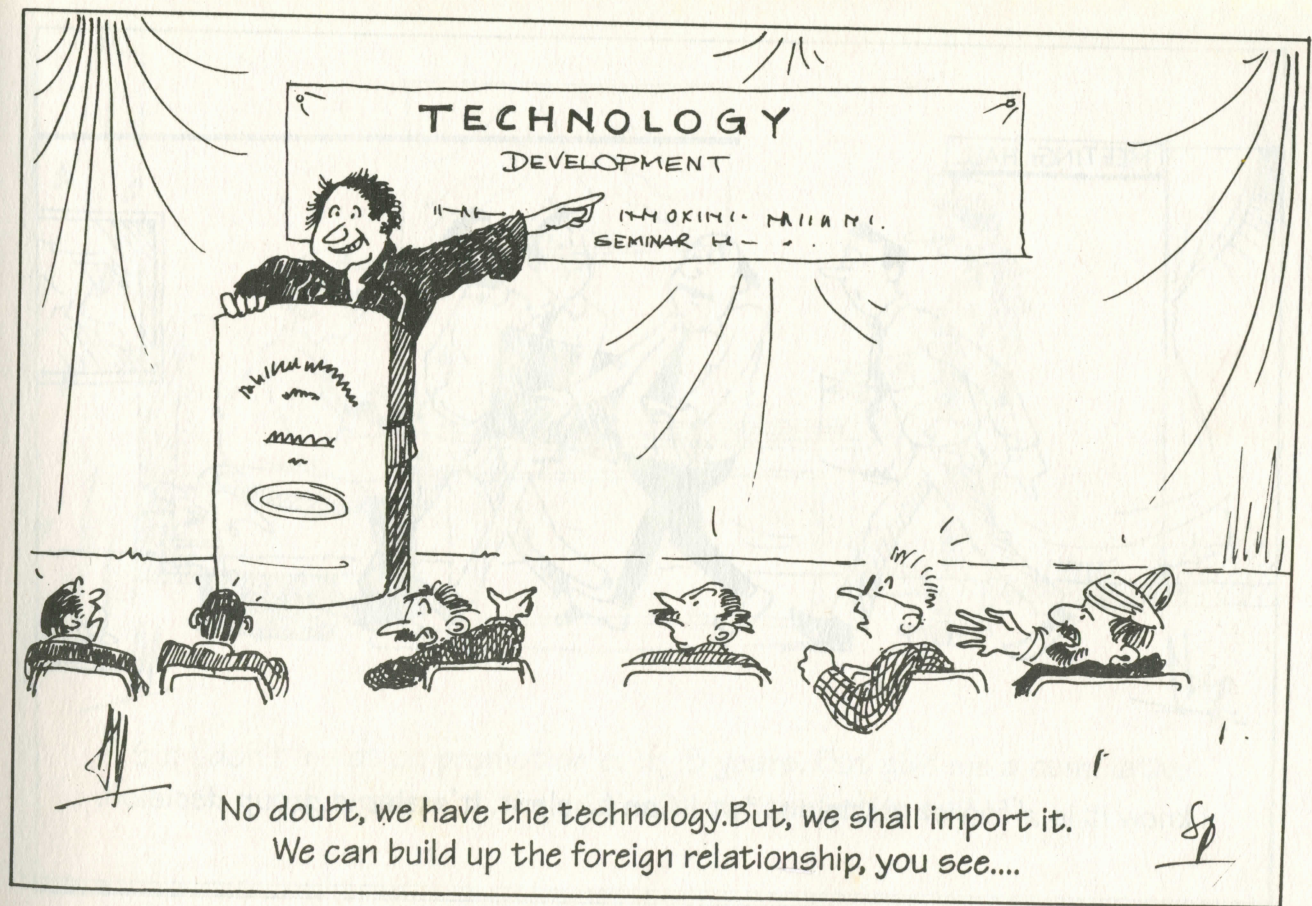


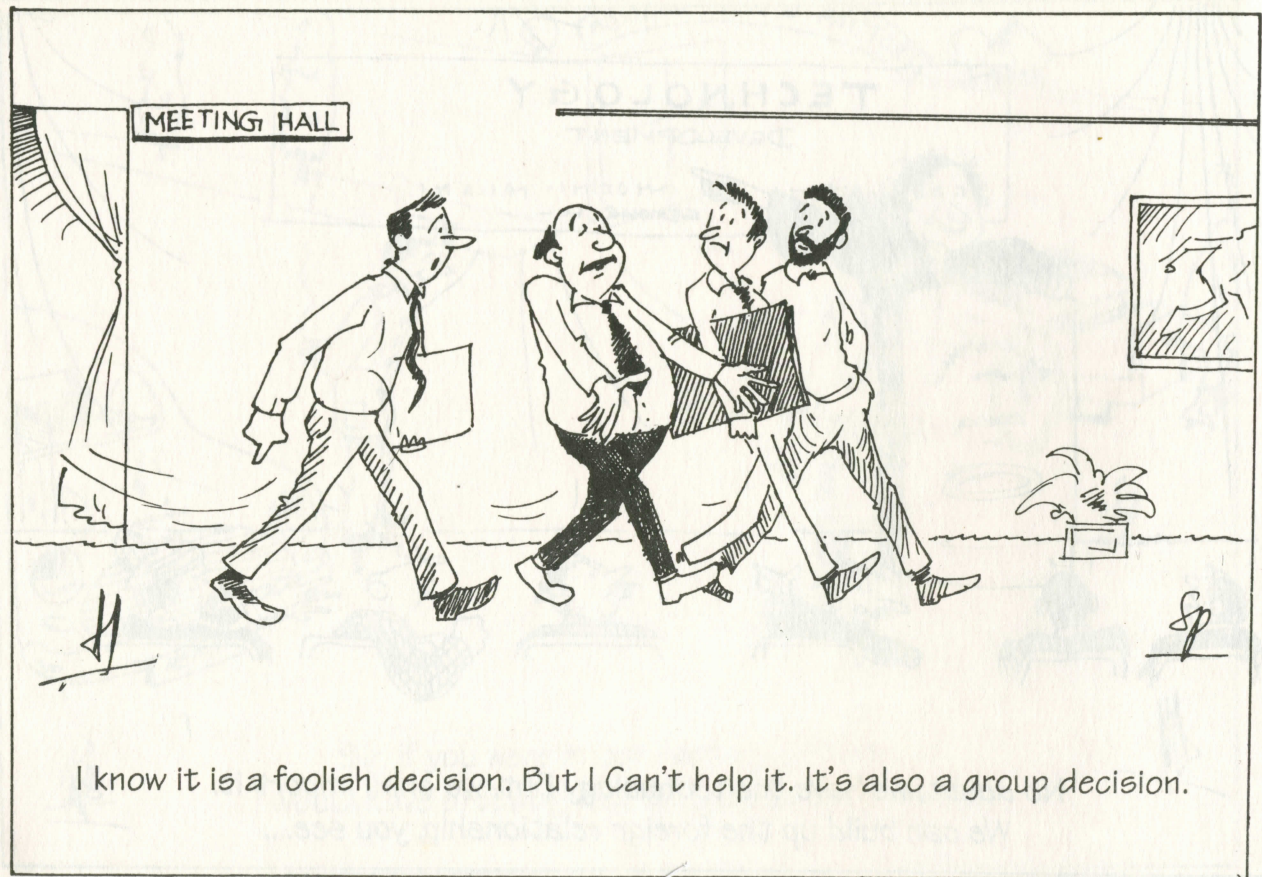
These days no one pays us sincerely.
How can we survive in this profession?



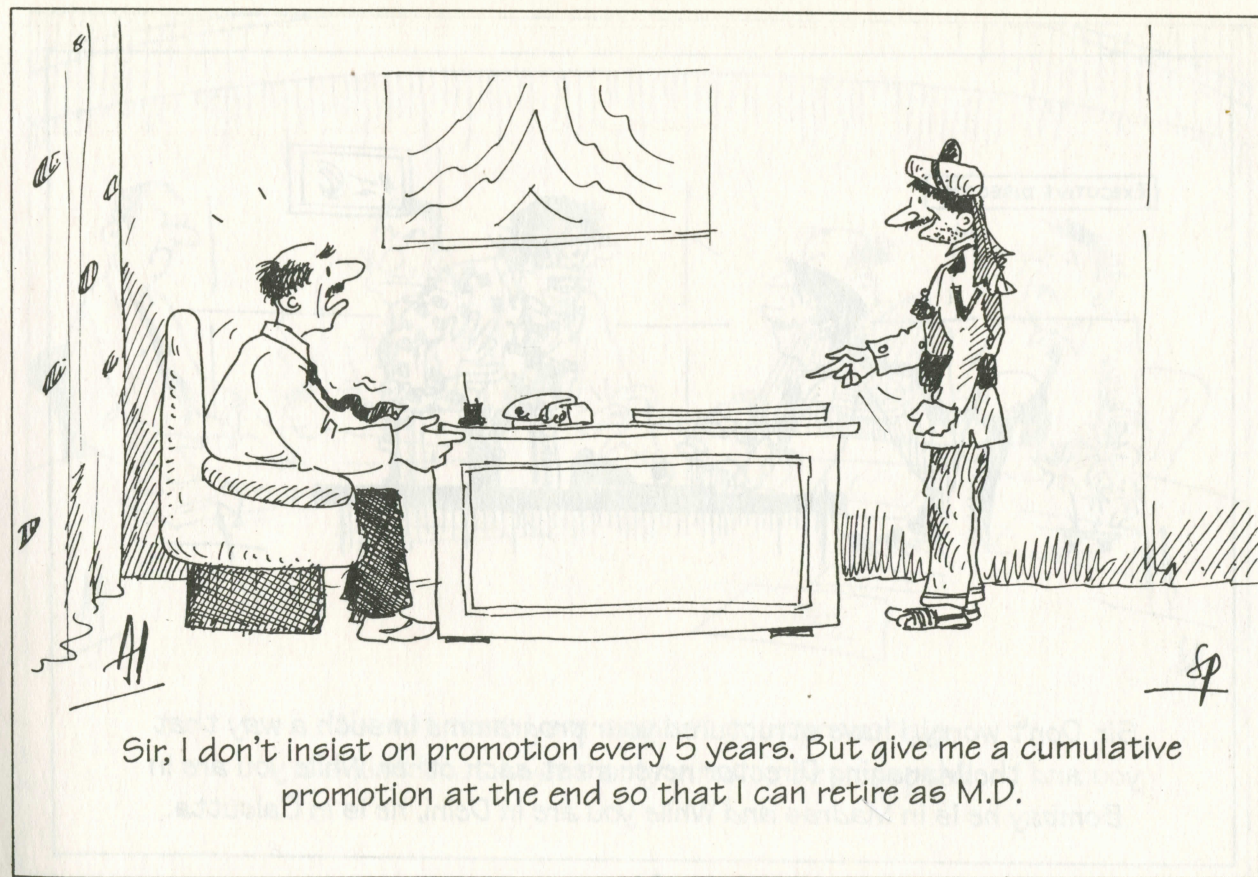
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Sir, if you were in our Factory Uniform,
I would have probably received you at the Airport.

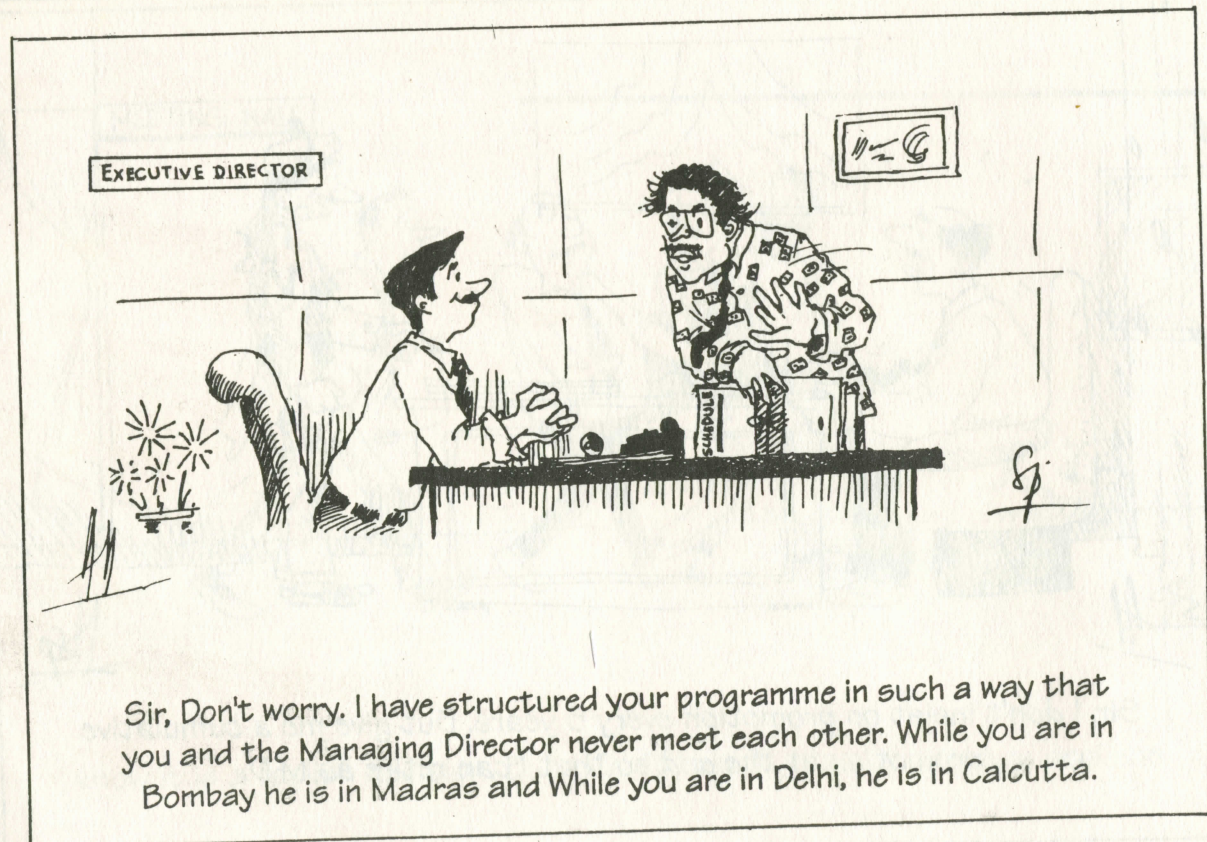




I know it is a foolish decision. But I Can't help it. It's also a group decision.



Sir, I don't insist on promotion every 5 years. But give me a cumulative promotion at the end so that I can retire as M.D.



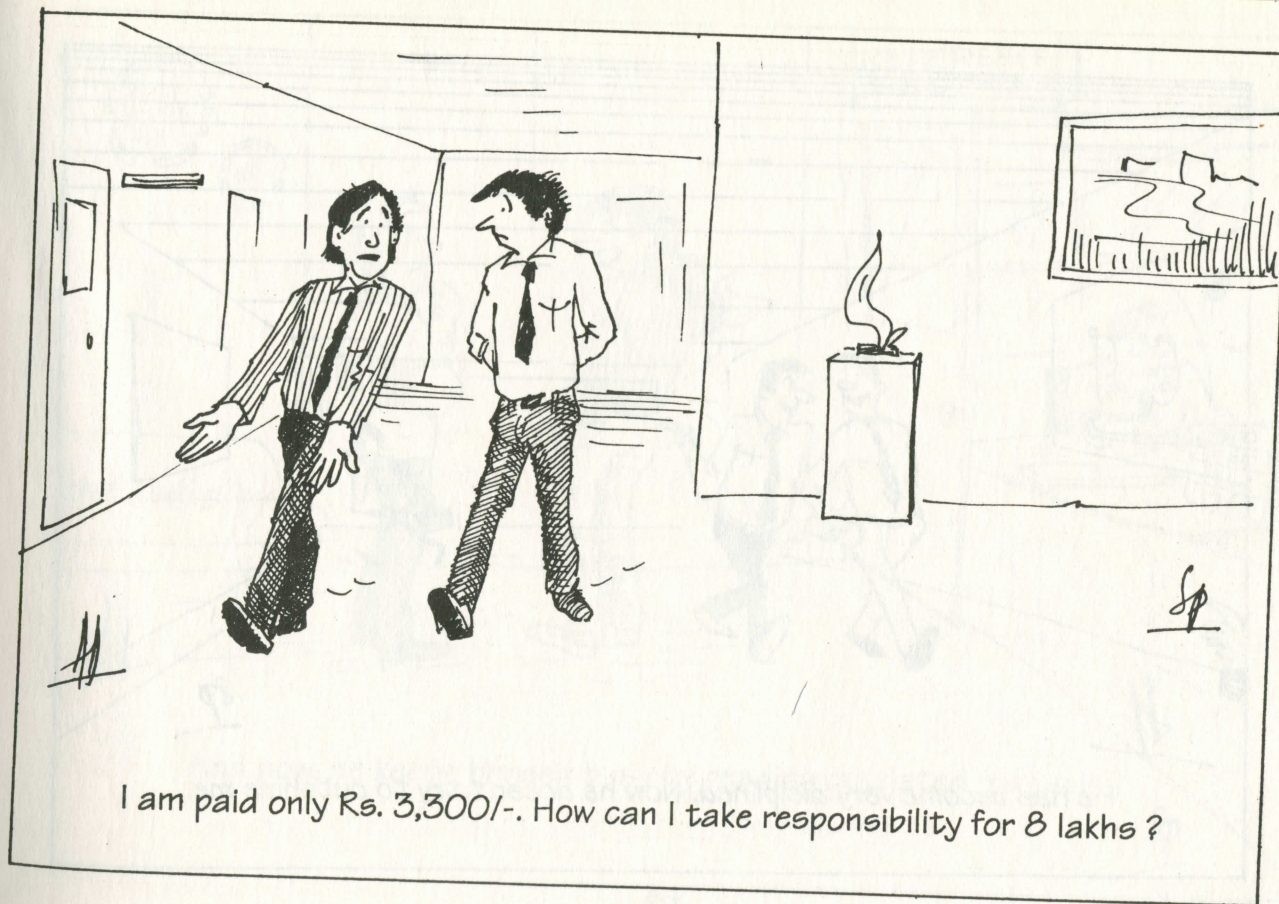
Sir, Don't worry. I have structured your programme in such a way that you and the Managing Director never meet each other. While you are in Bombay he is in Madras and While you are in Delhi, he is in Calcutta.



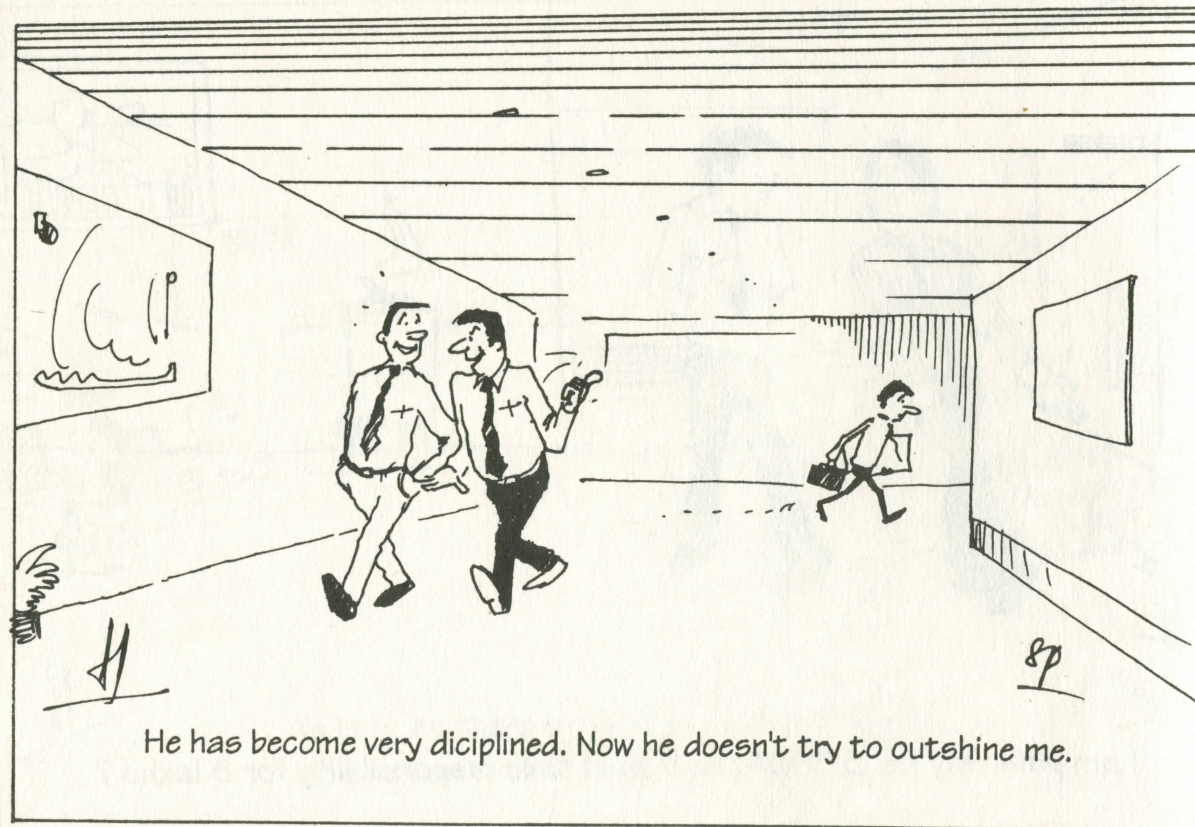
It's not that I am against your proposals
It's just that I want only mine to be accepted.



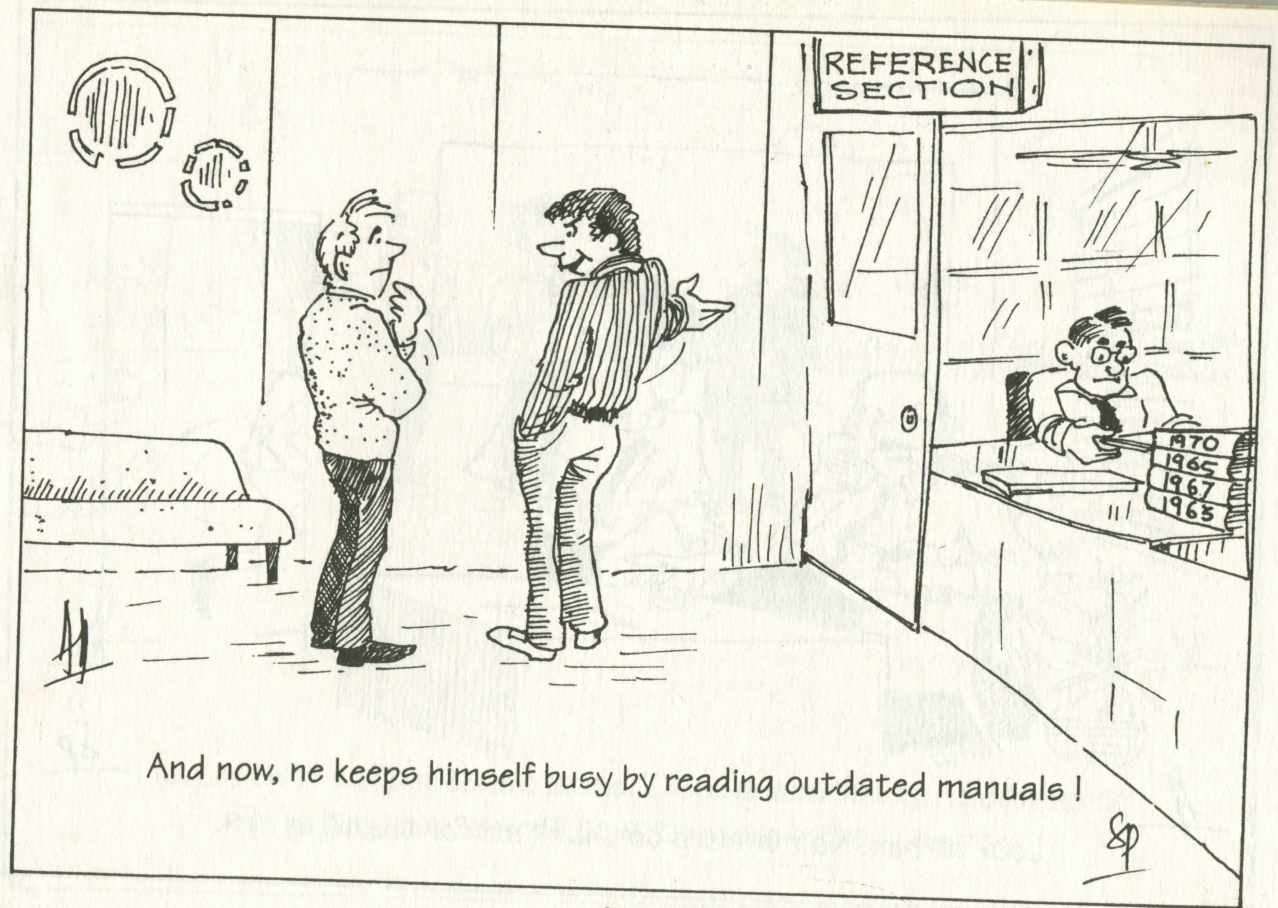
As long as there is need for scribbling pads,
no one can exert control on our wastage !

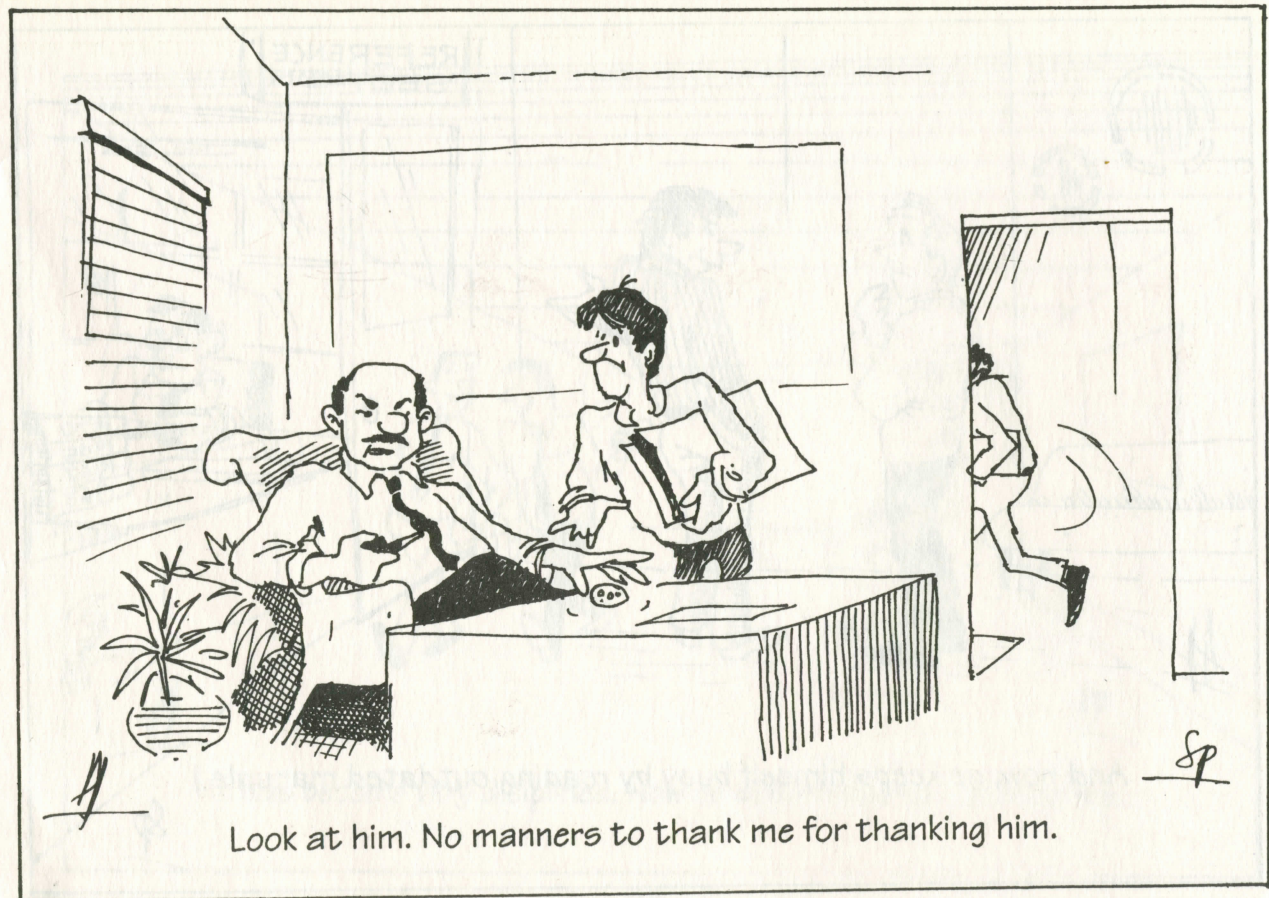


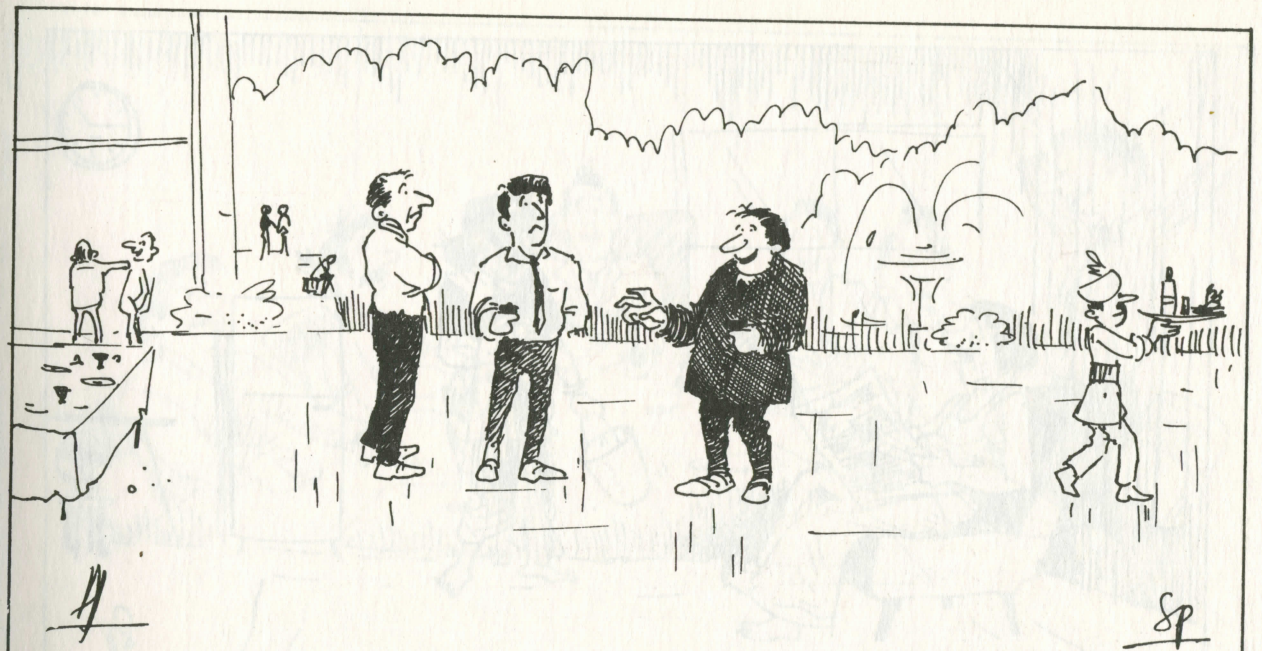
I am paid only Rs. 3,300/-. How can I take responsibility for 8 lakhs ?



He has become very diciplined. Now he doesn't try to outshine me.





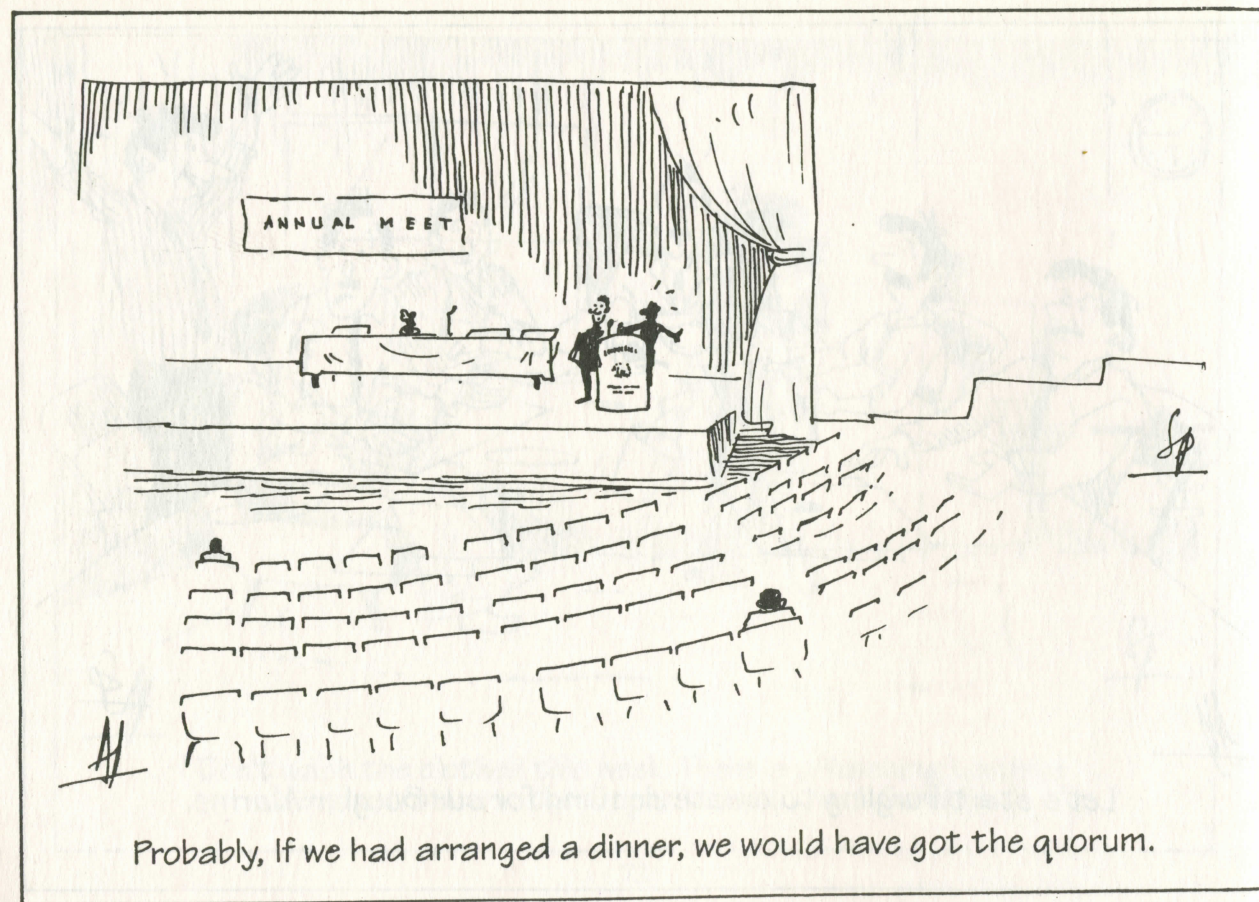


I feel both the theories are same. There is absolutely no difference between them except that they are quite opposite.



Don't wash the clothes this week. There is a Washing Machine demonstration in the 'Super Market', next Sunday.

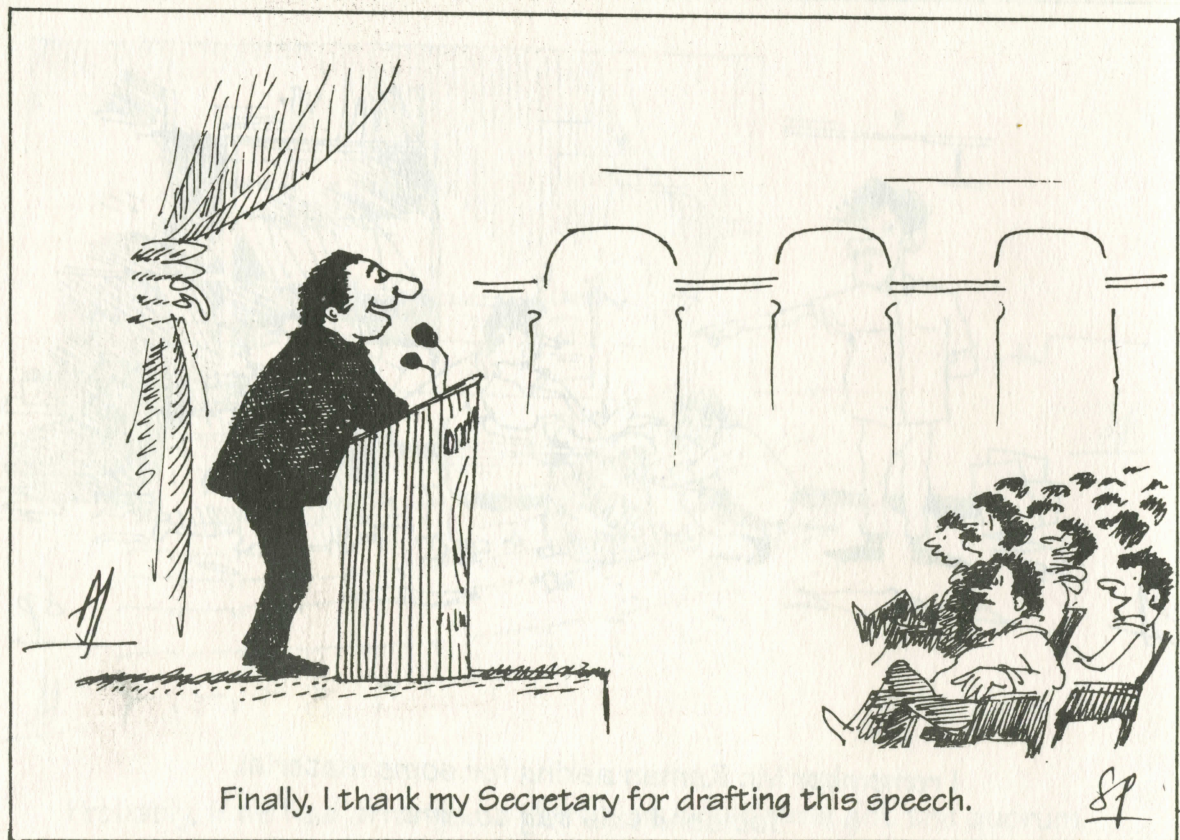




Probably, If we had arranged a dinner, we would have got the quorum.



I remember Mr. Raman asking for some material.
You send this bag to him.

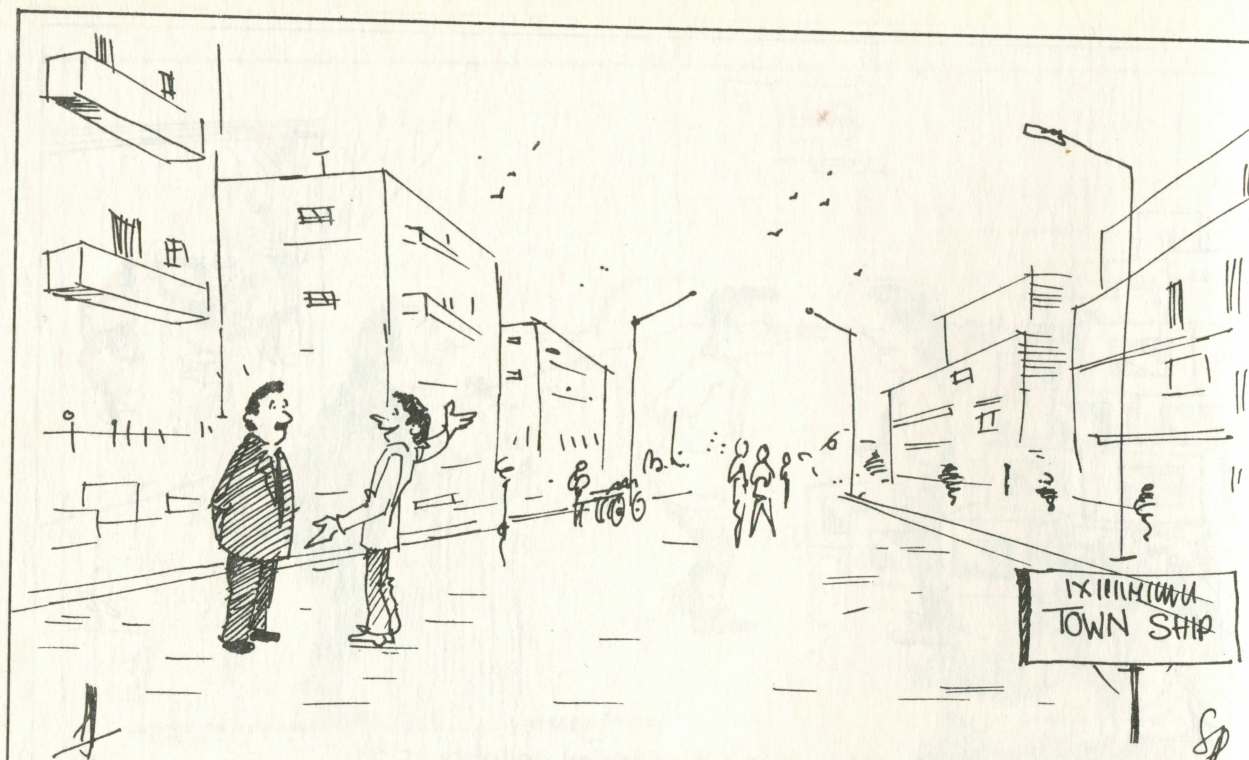


Finally, I thank my Secretary for drafting this speech.

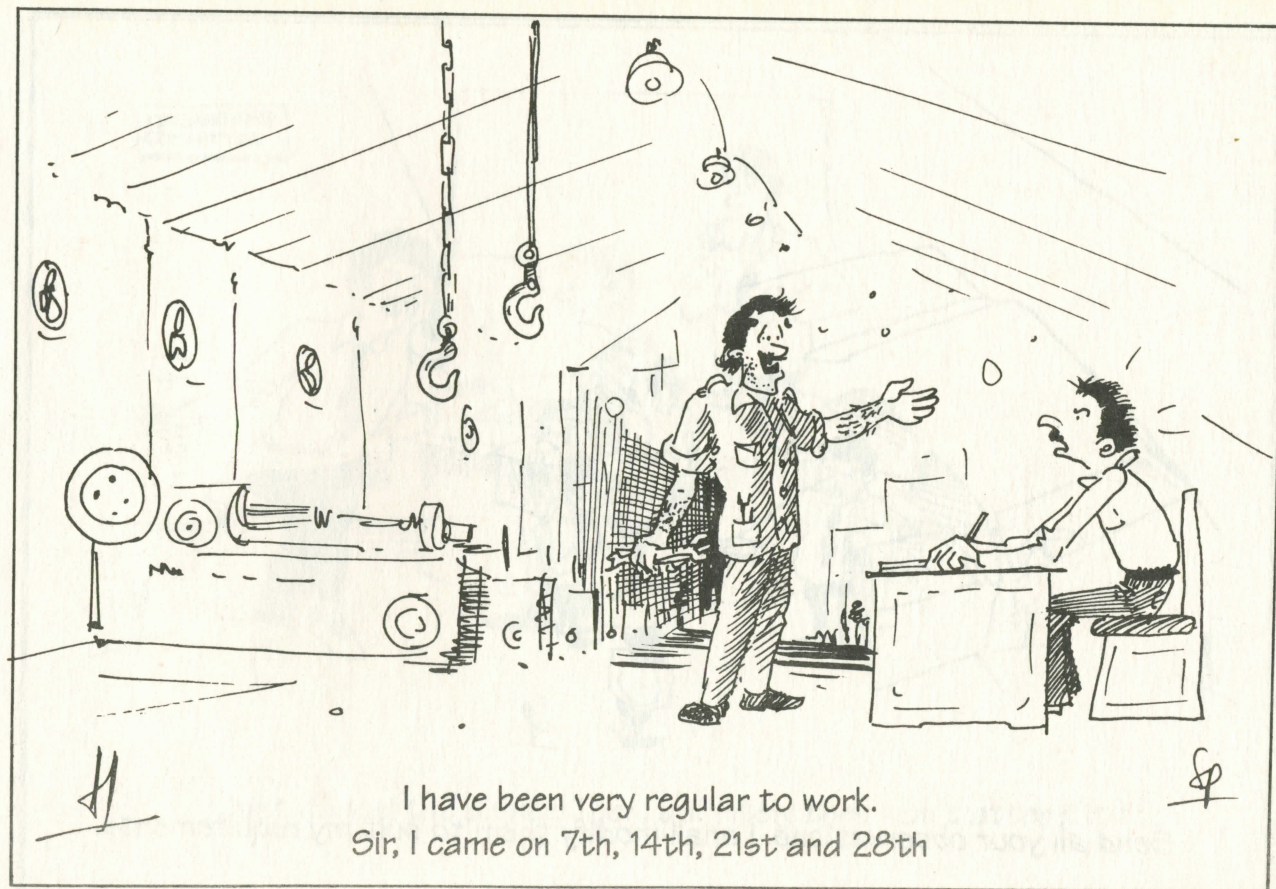
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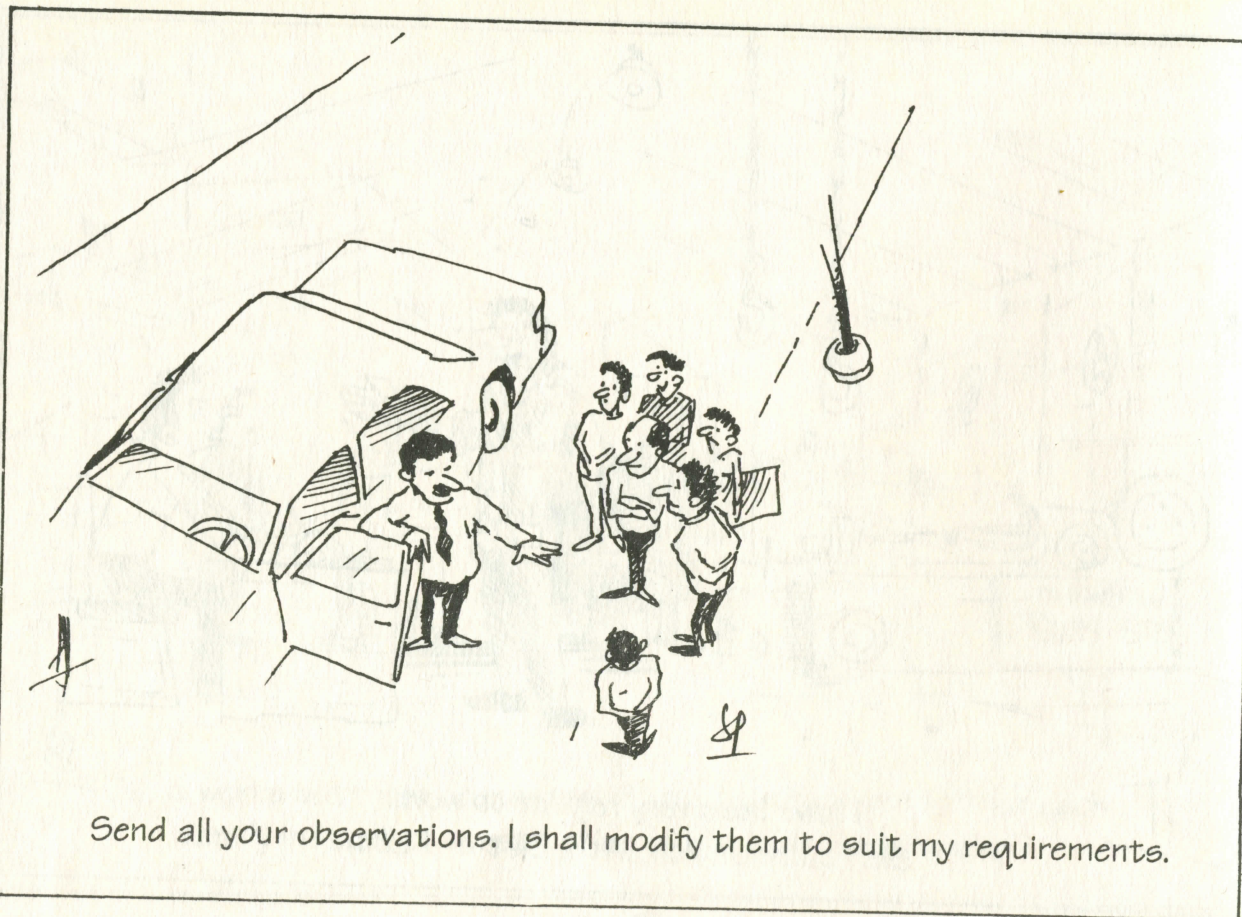
Yes, Yes, it is with foreign collaboration
that we have manufactured the labels.



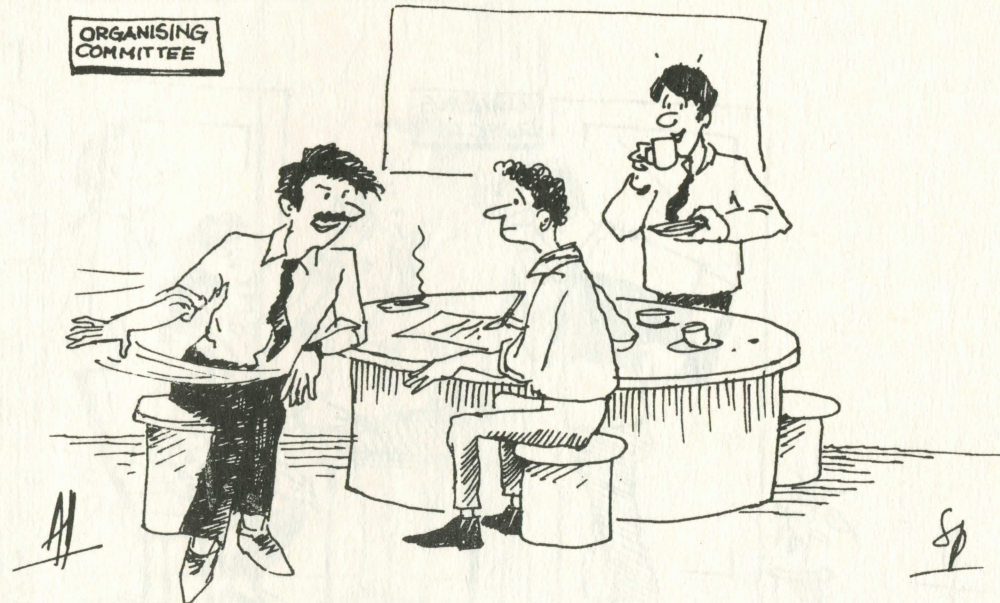
Sir, It works out more economical if you distribute one idol for each family instead of constructing a temple in the township !



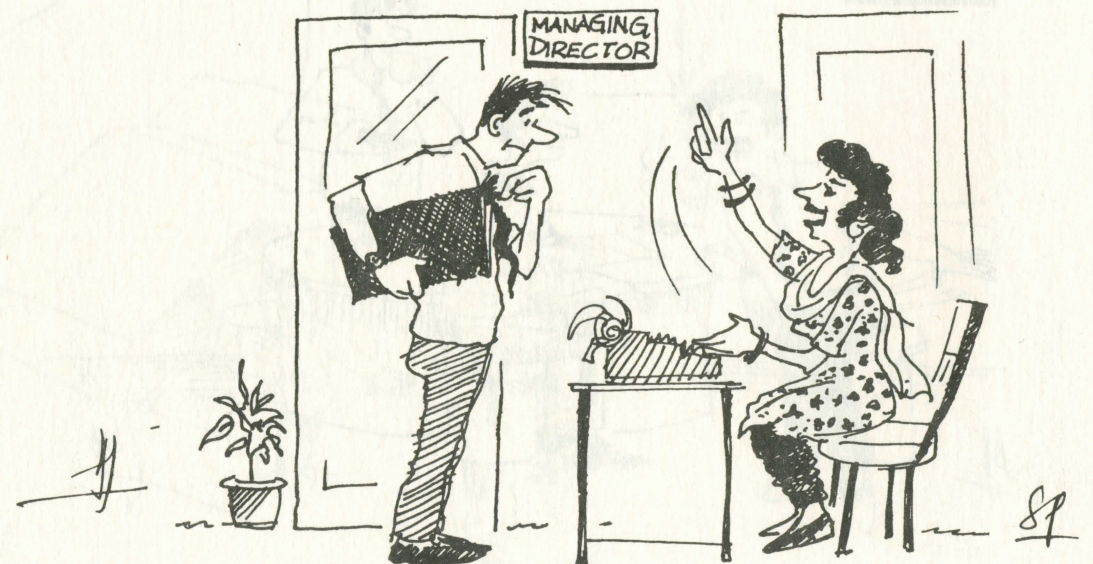
I have been very regular to work.
Sir, I came on 7th, 14th, 21st and 28th



Send all your observations. I shall modify them to suit my requirements.



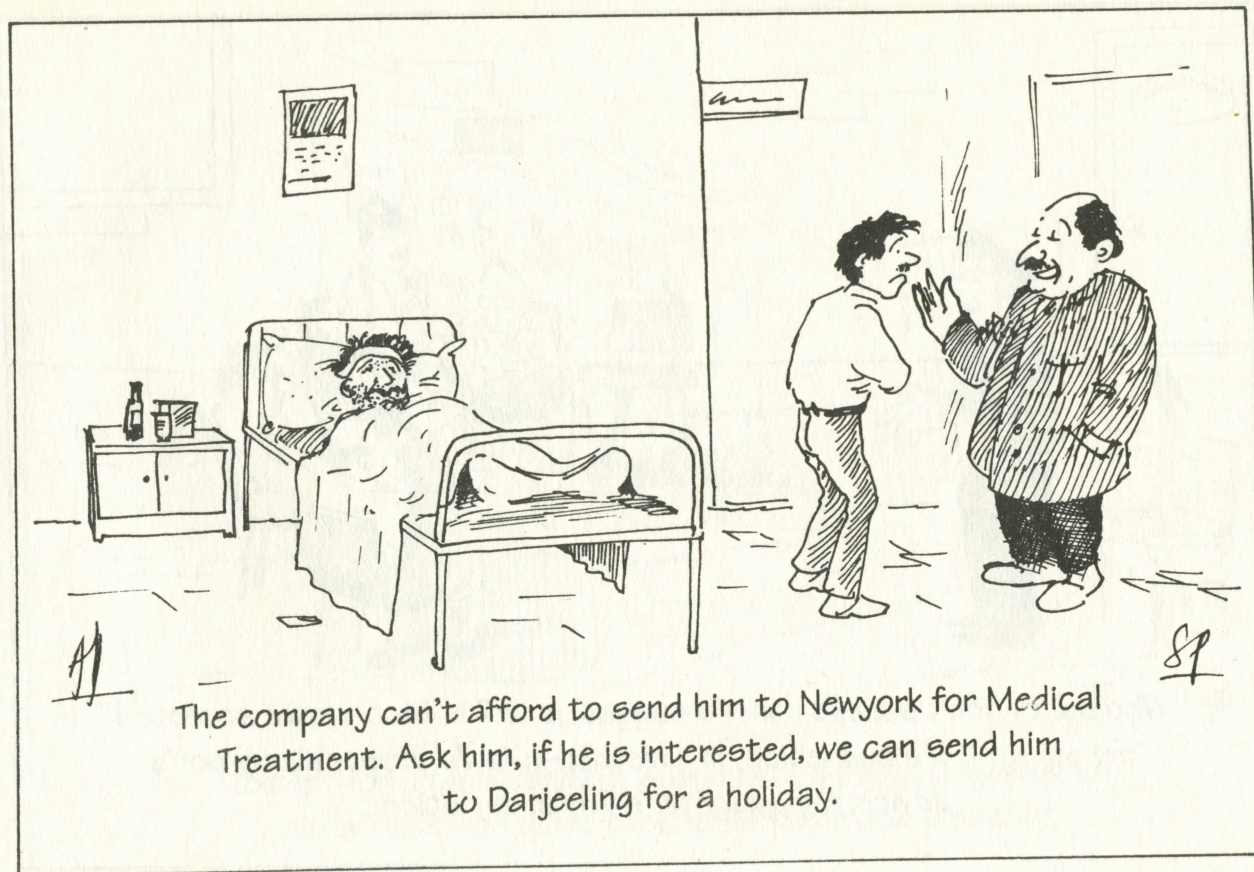
Just cancel the dinner. Then, definitely they won't attend it !



Prepare a lengthy note. Then, definitely he won't read it !



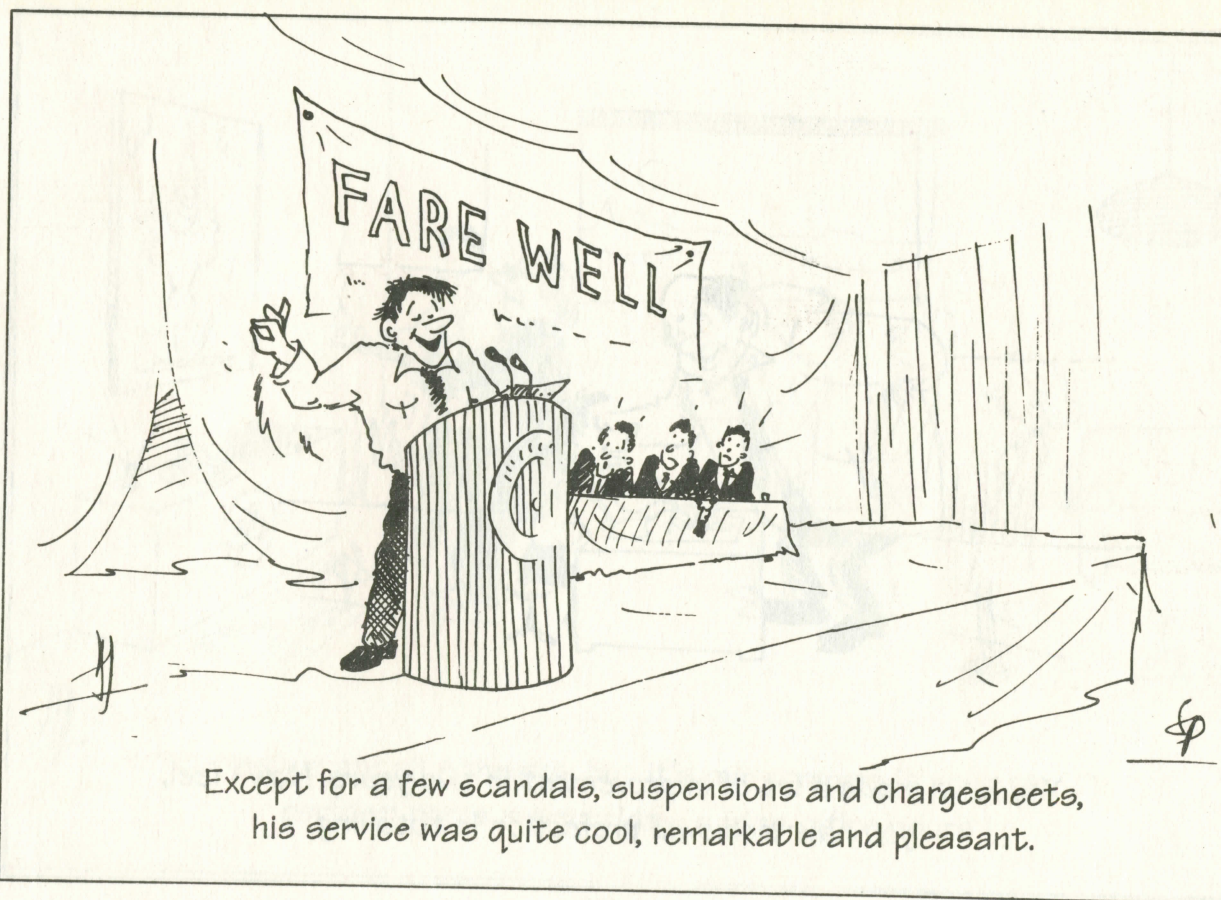
Last time we justified that the decline was due to floods. Now you have made the right forecast-Next time it will be due to drought !



The company can't afford to send him to Newyork for Medical Treatment. Ask him, if he is interested, we can send him to Darjeeling for a holiday.



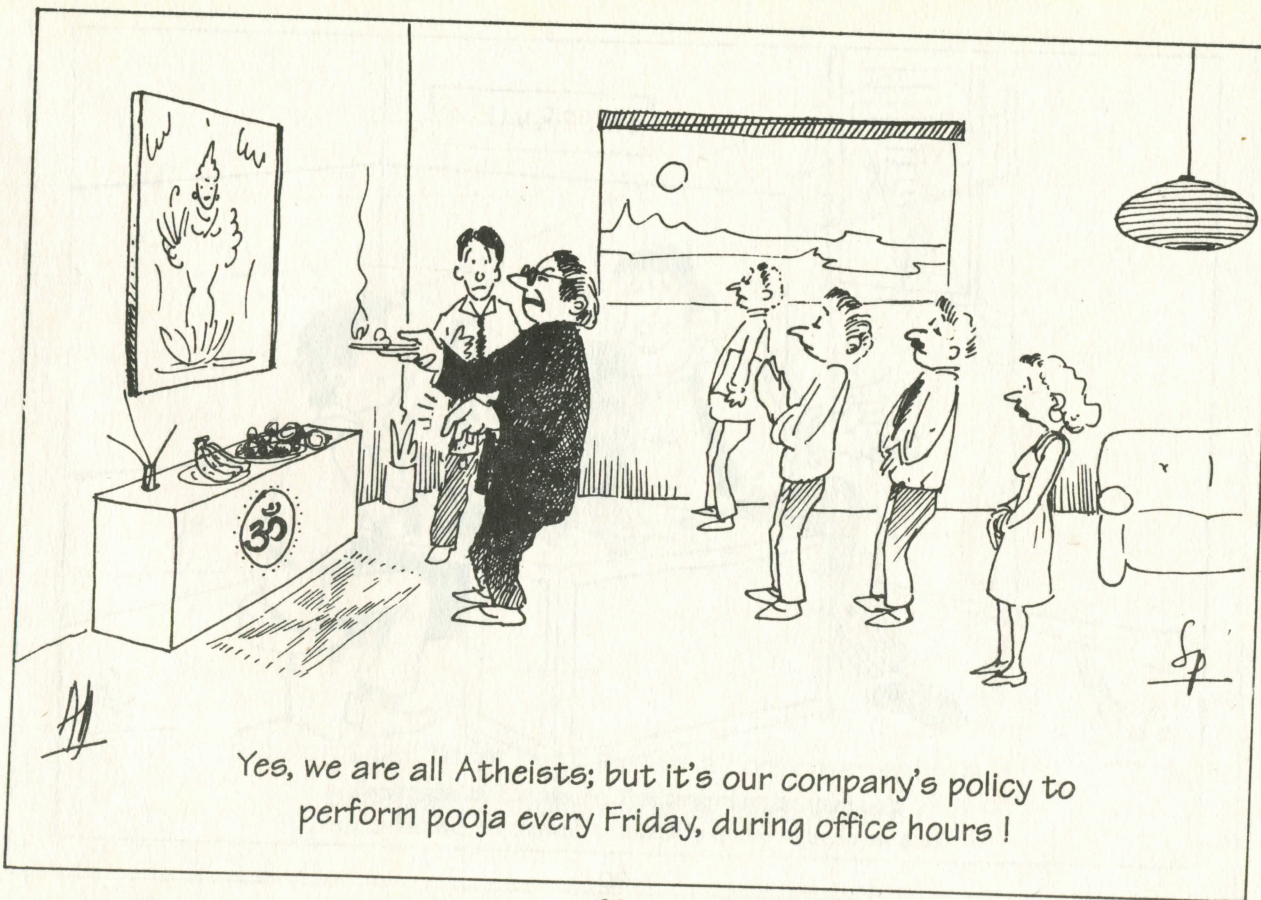
Who said I don't accept other's suggestions ? In fact, I have accepted my son-in-law's suggesion, my brother-in-law's proposal, my son's advice, my daughter's implementation.....



Except for a few scandals, suspensions and chargesheets,
his service was quite cool, remarkable and pleasant.



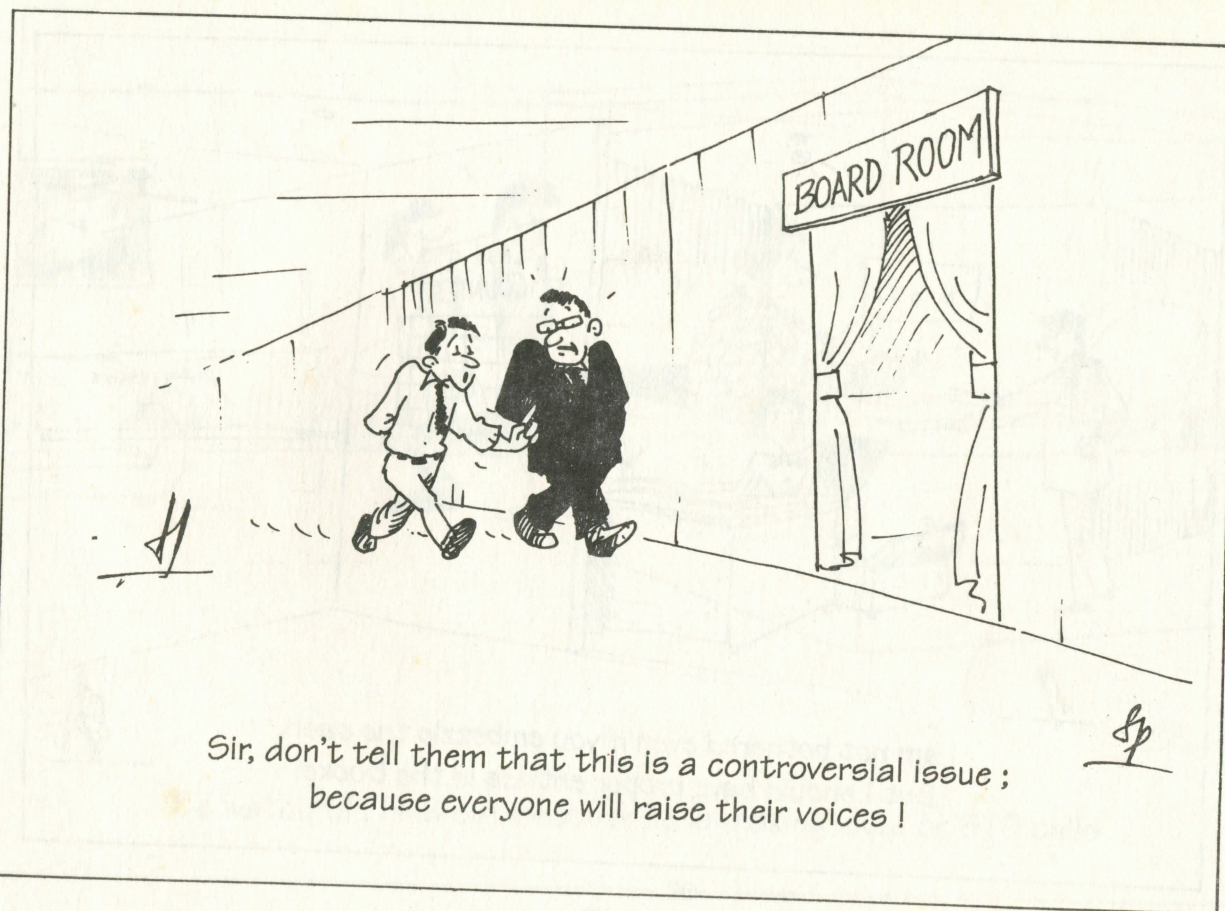
You have made a lot of improvement in two years. Now I feel,
you have achieved perfection in totalling.



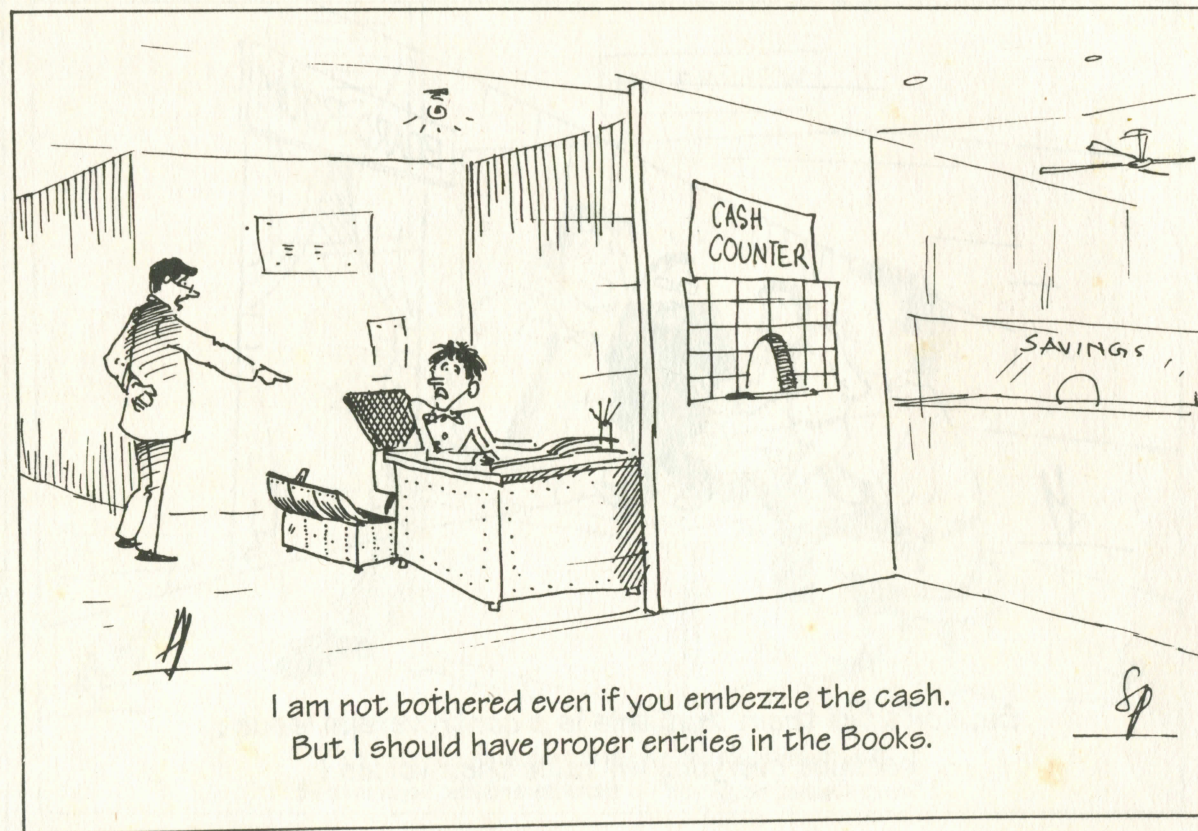
Yes, we are all Atheists; but it's our company's policy to perform pooja every Friday, during office hours !



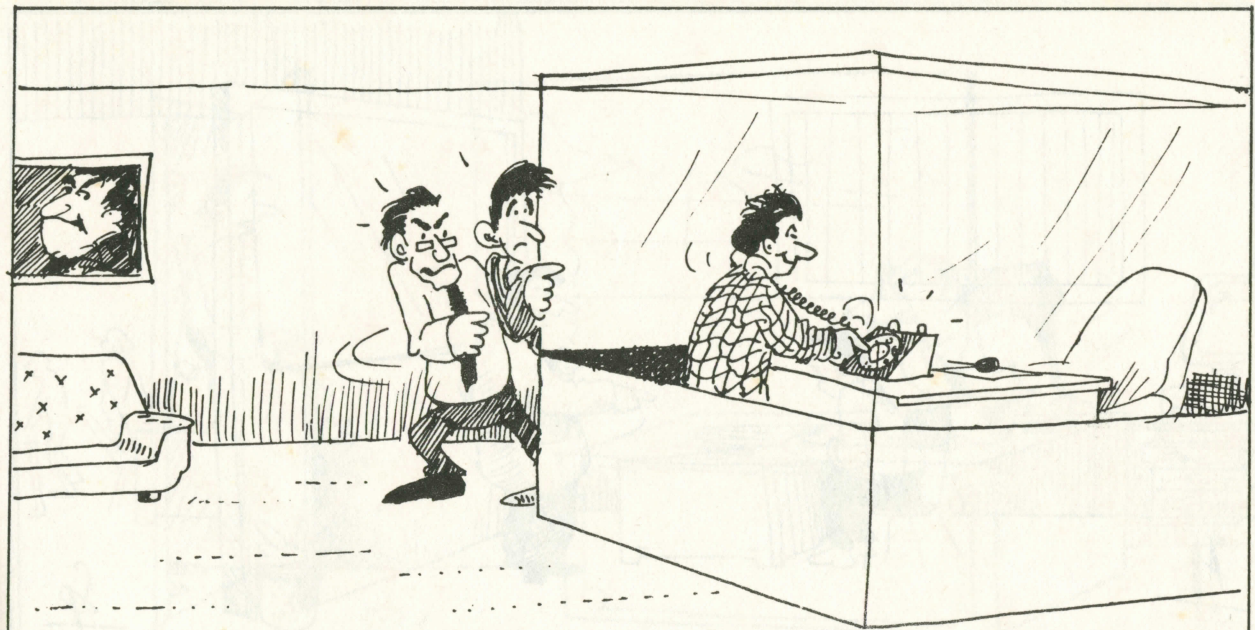
You may be an expert in "Consumer Satisfaction".
But we need persons efficient in "Employer Satisfaction".



Sir, don't tell them that this is a controversial issue ;
because everyone will raise their voices !



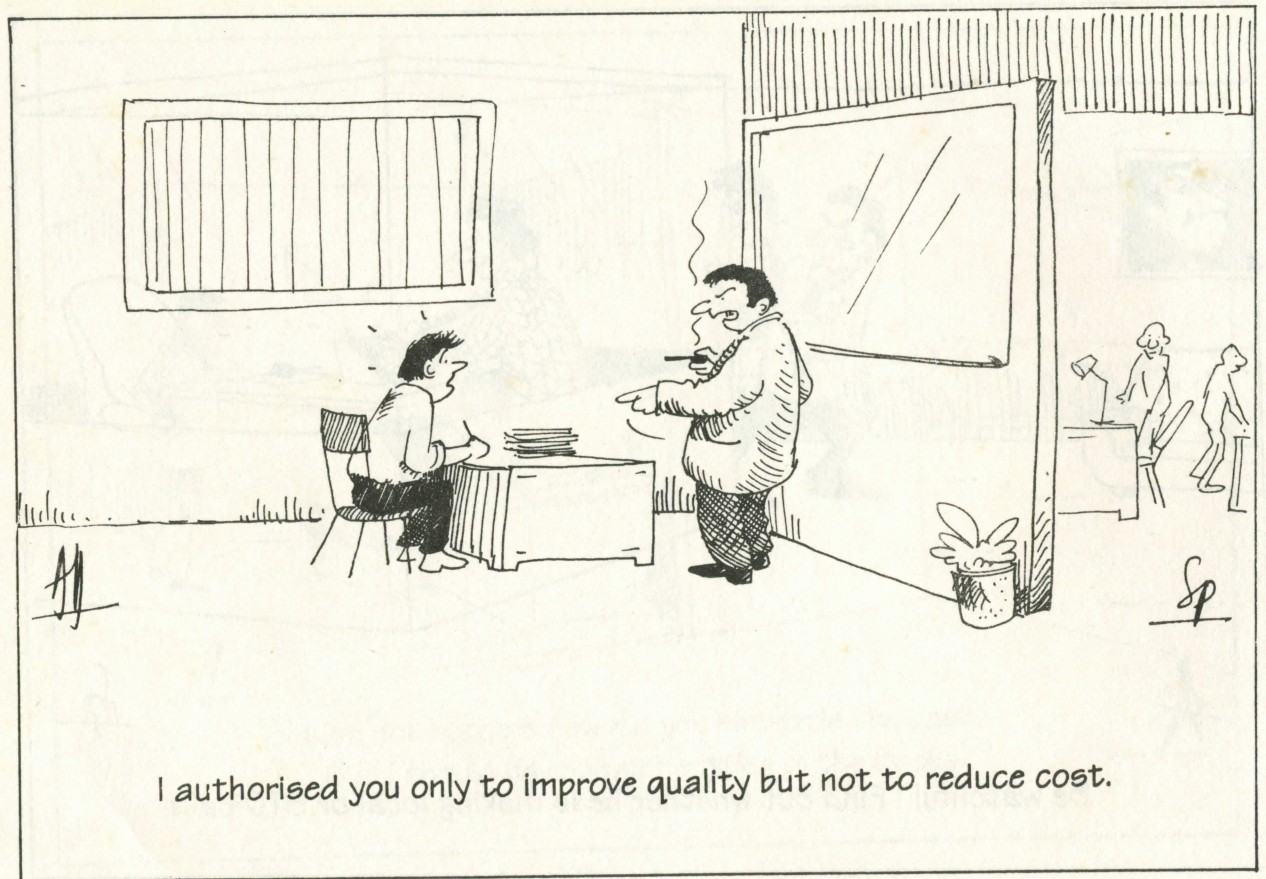
I am not bothered even if you embezzle the cash.
But I should have proper entries in the Books.



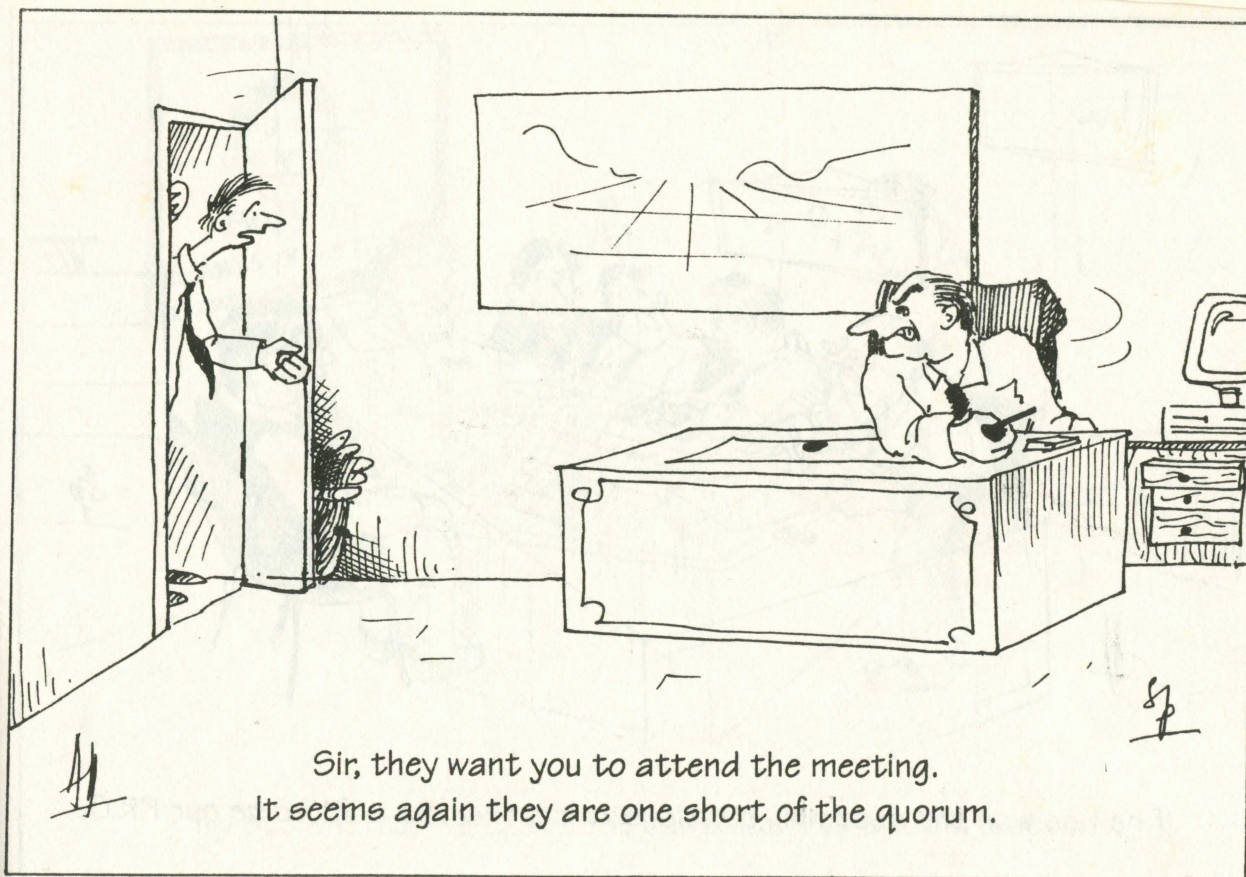
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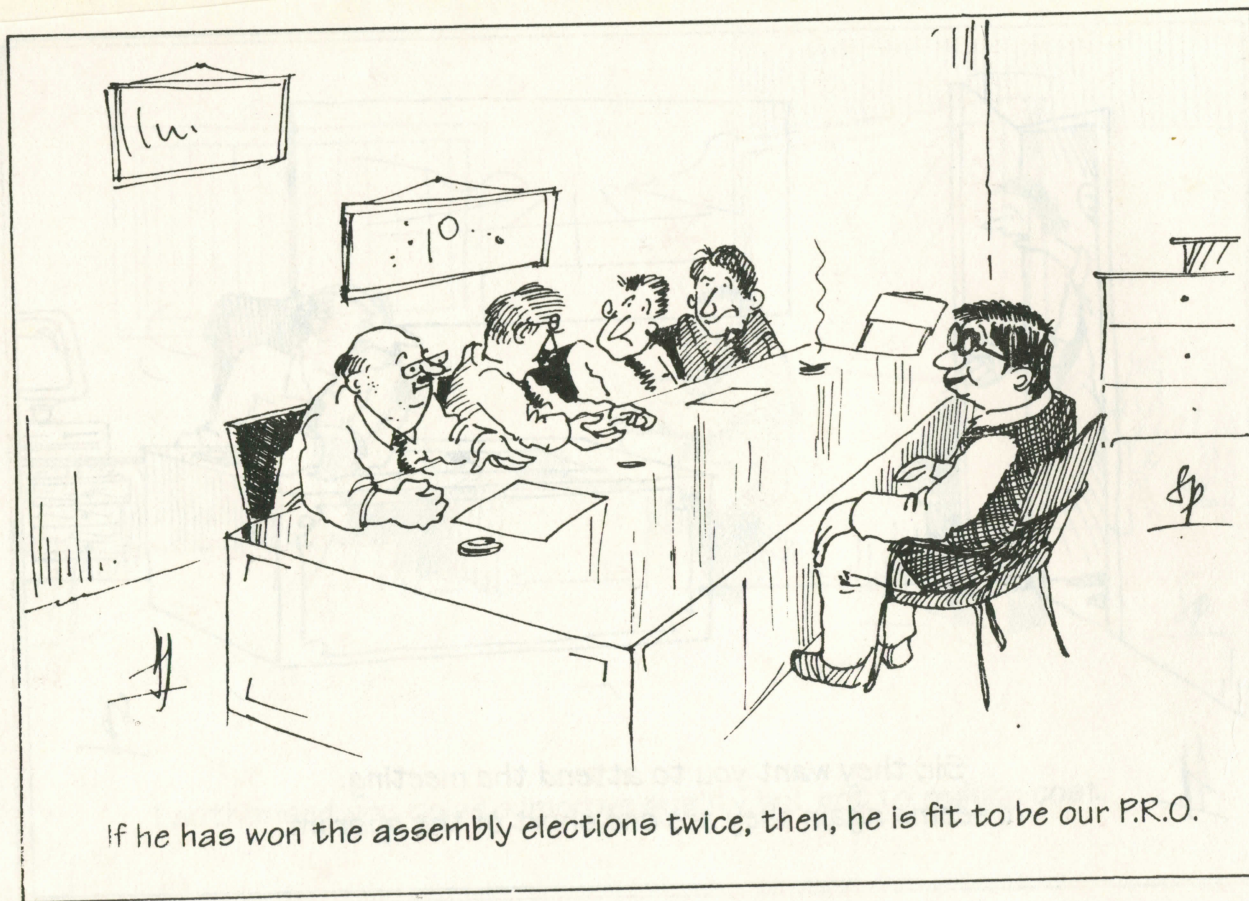
Be watchful ! Find out whether he is making local or STD calls

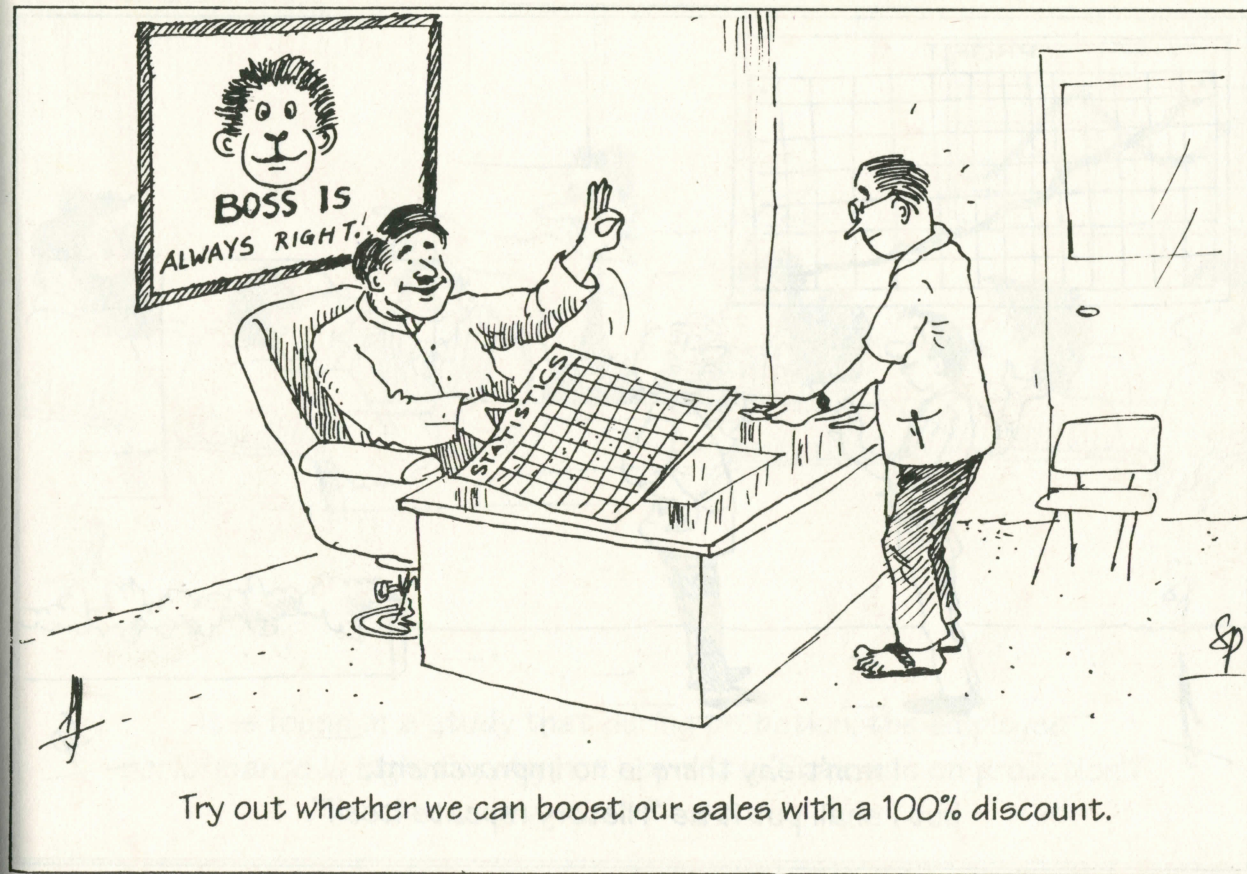


I authorised you only to improve quality but not to reduce cost.

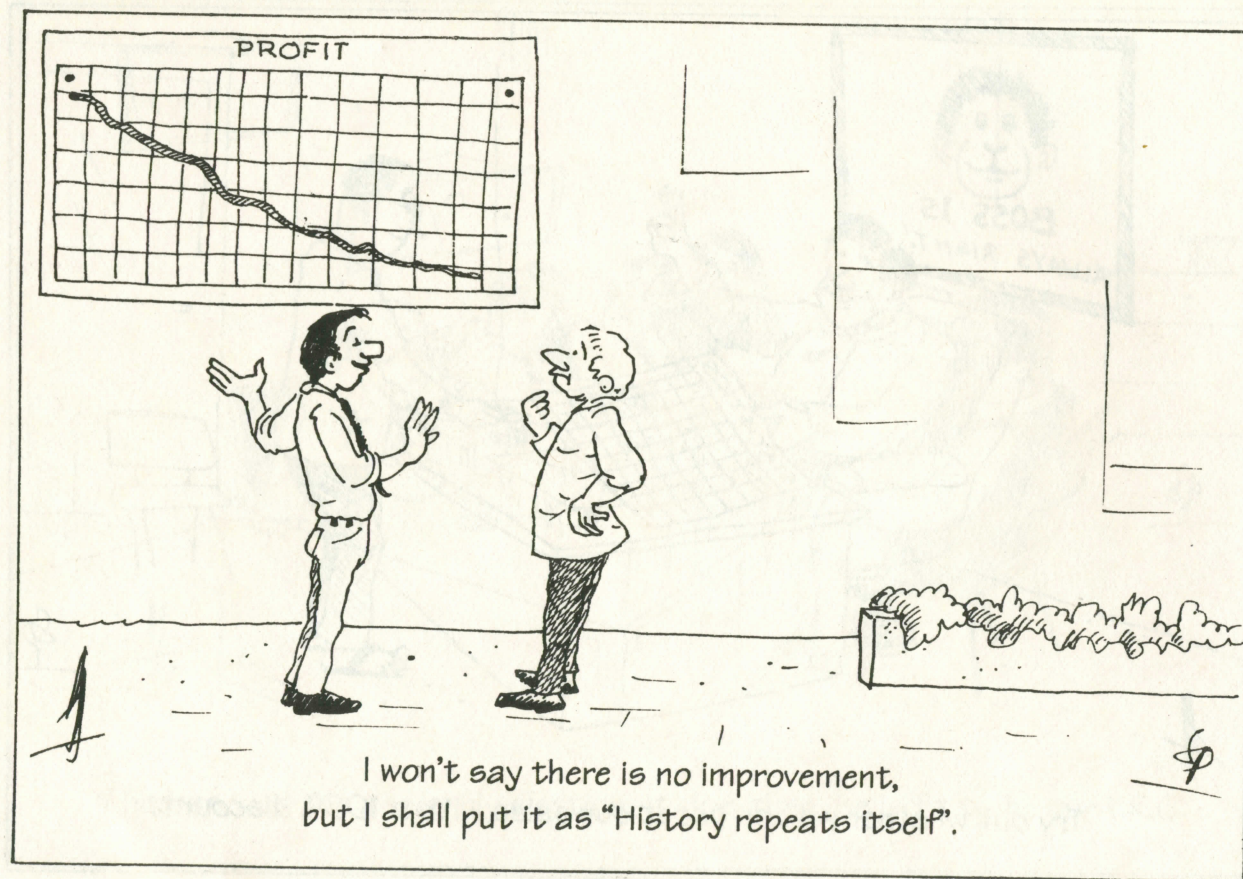


Sir, they want you to attend the meeting.
It seems again they are one short of the quorum.



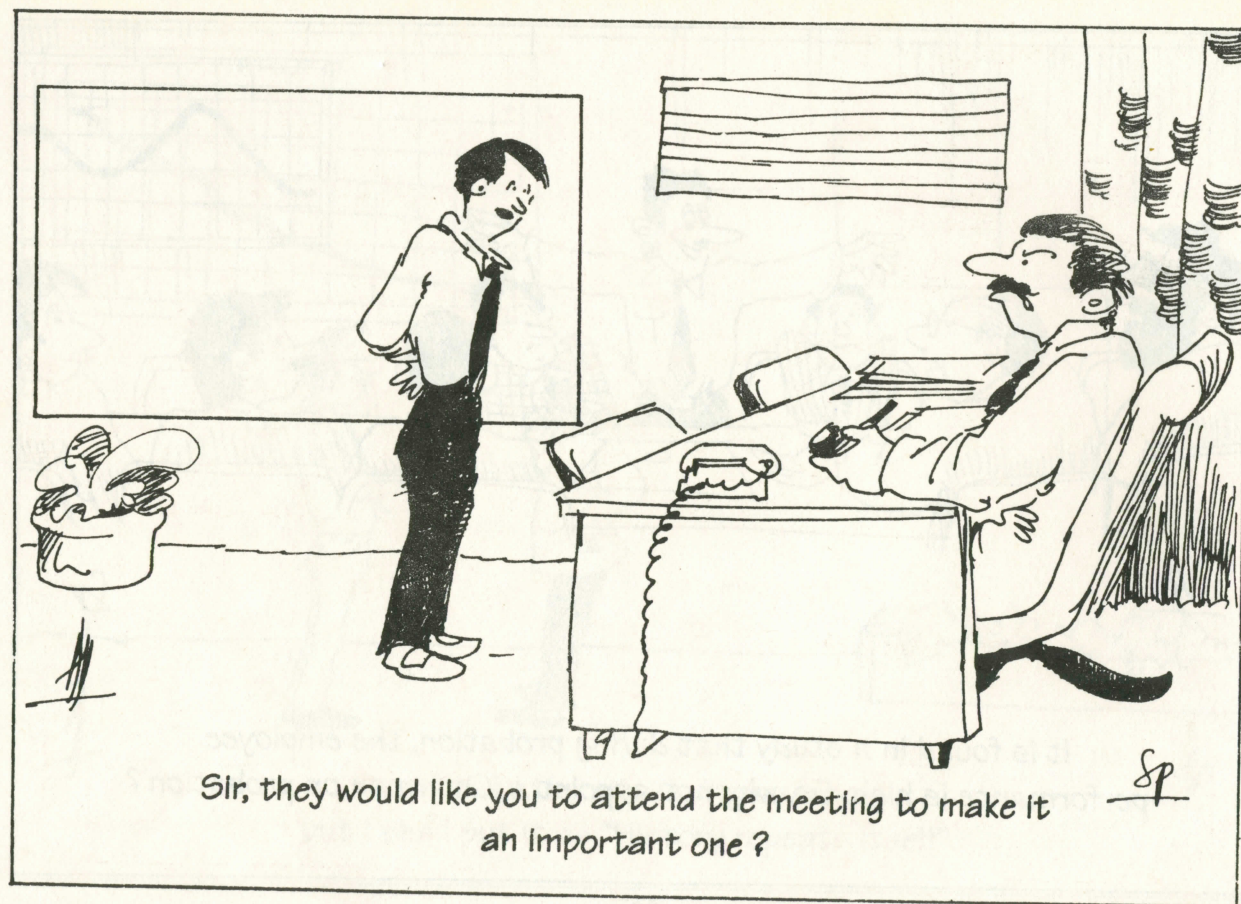


Try out whether we can boost our sales with a 100% discount.



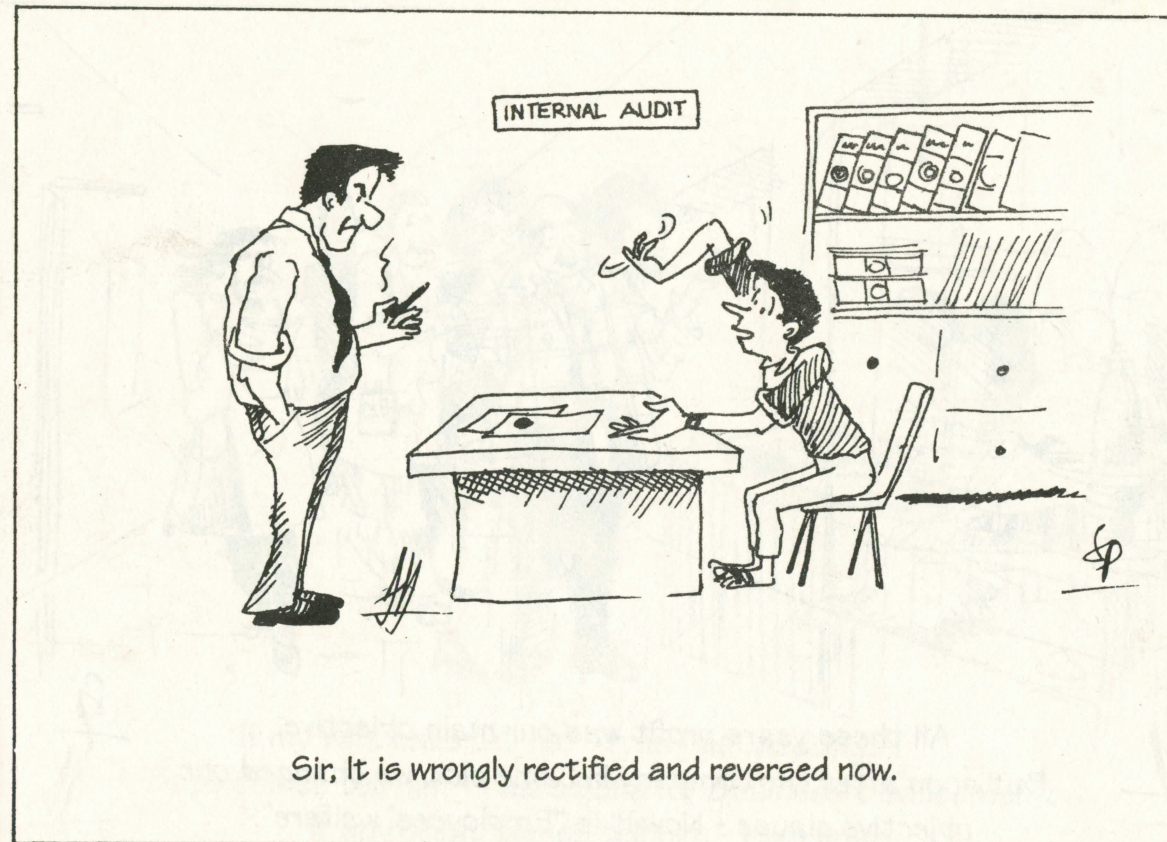


It is found in a study that during probation, the employee performance is high. So, why not appoint a 'Chairman on probation'?

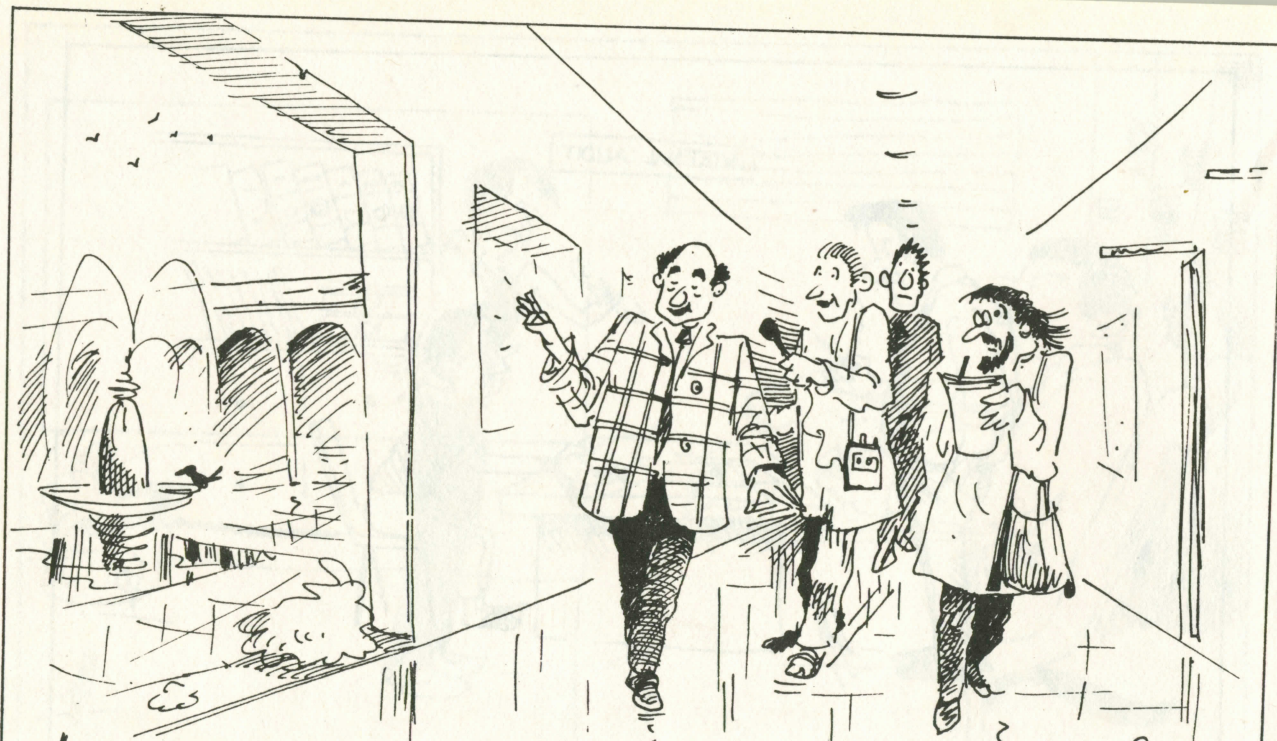


Sir, they would like you to attend the meeting to make it
an important one?

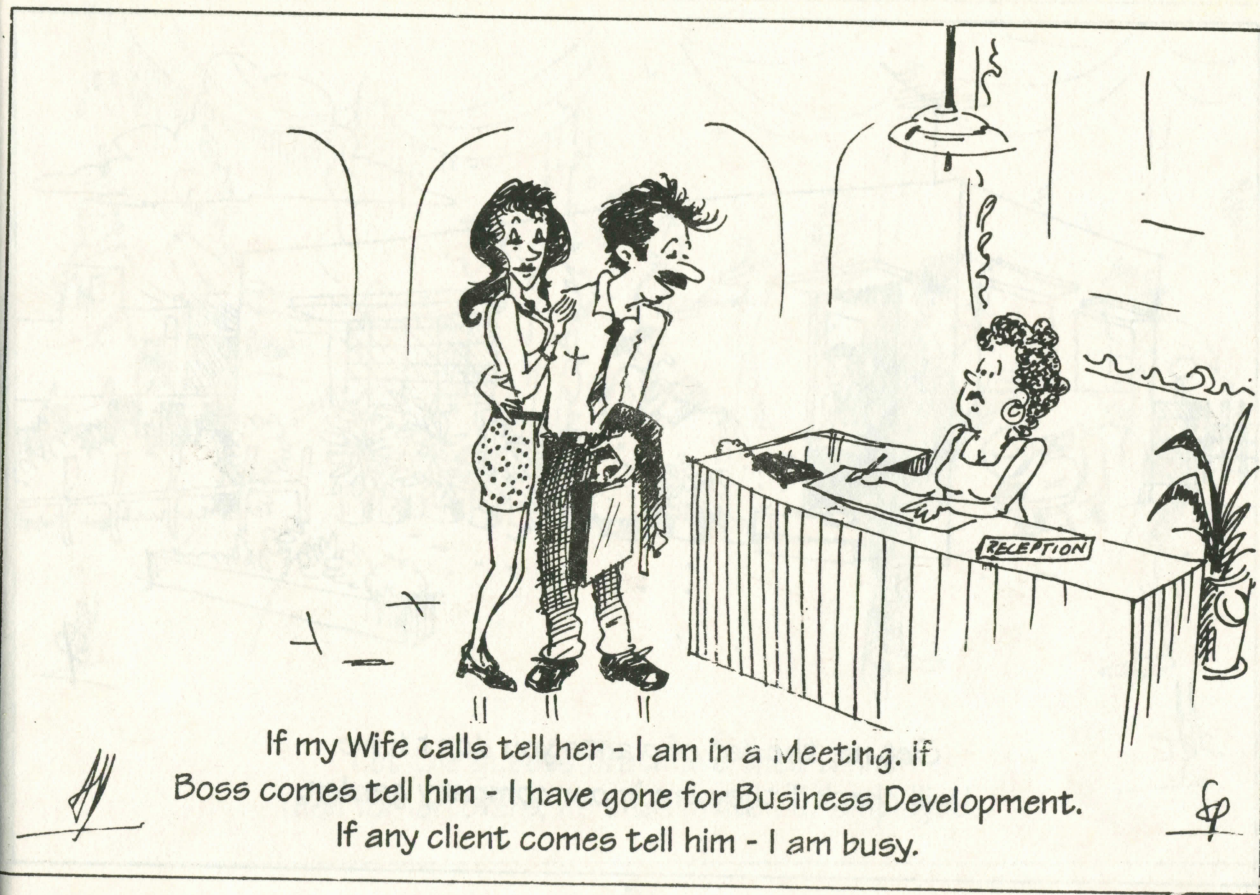
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Sir, It is wrongly rectified and reversed now.



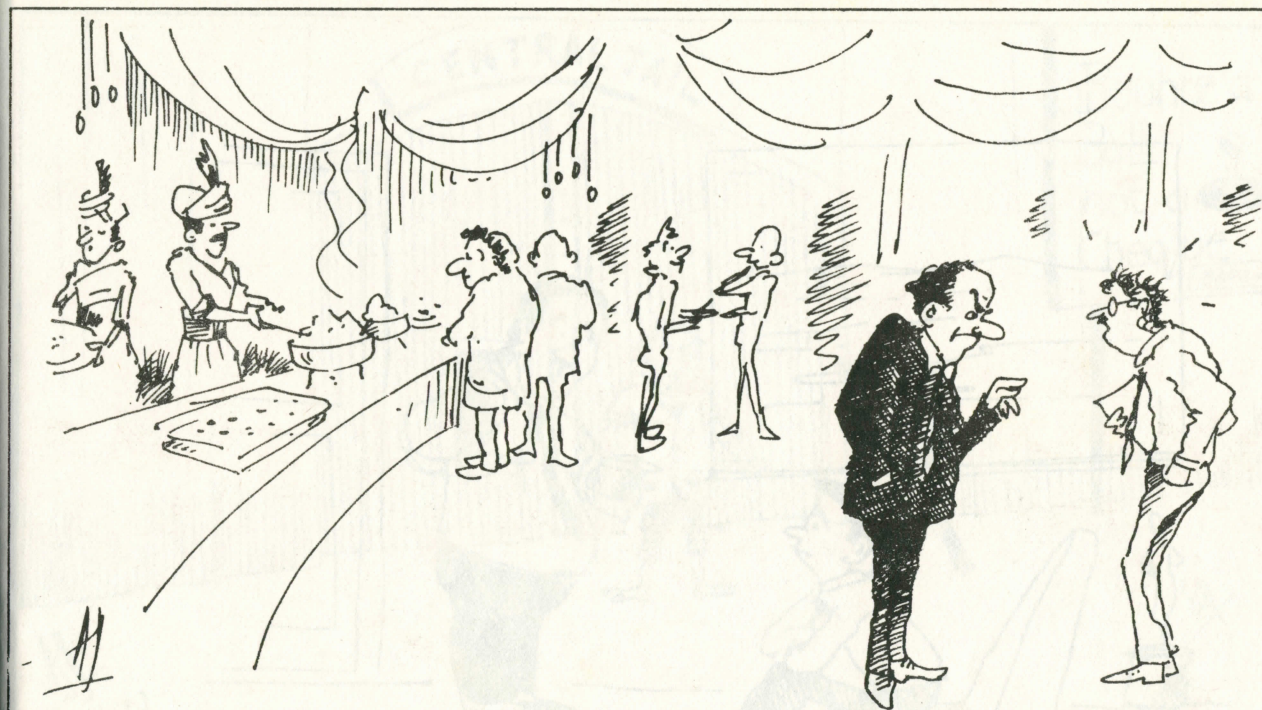
All these years profit was our main objective.
But soon after the company became sick, we changed our
objective clause - Now it is "Employees' welfare".



If my Wife calls tell her - I am in a Meeting. If
Boss comes tell him - I have gone for Business Development.
If any client comes tell him - I am busy.

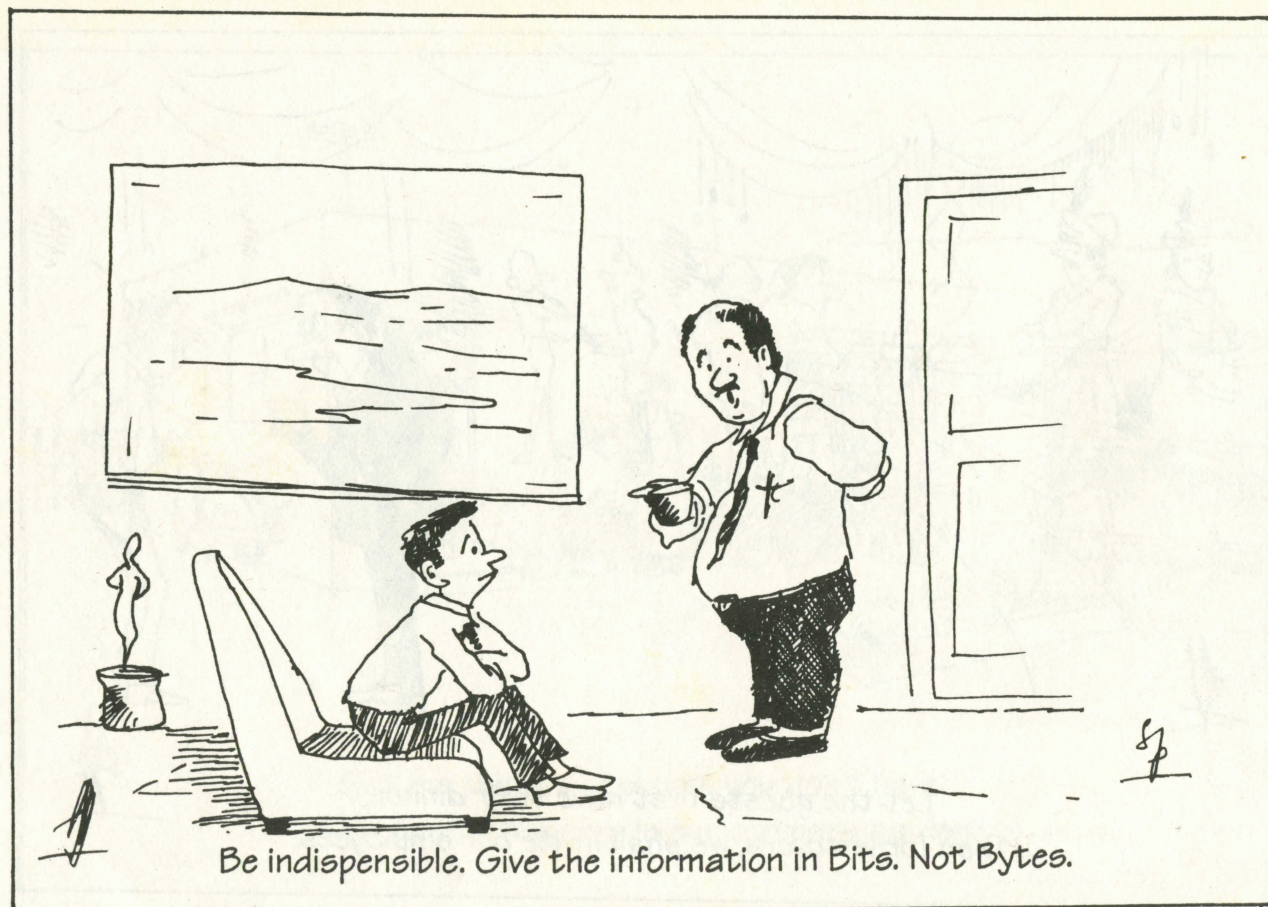


Get me the list of plants you don't have.
I will check if they are in our company garden.

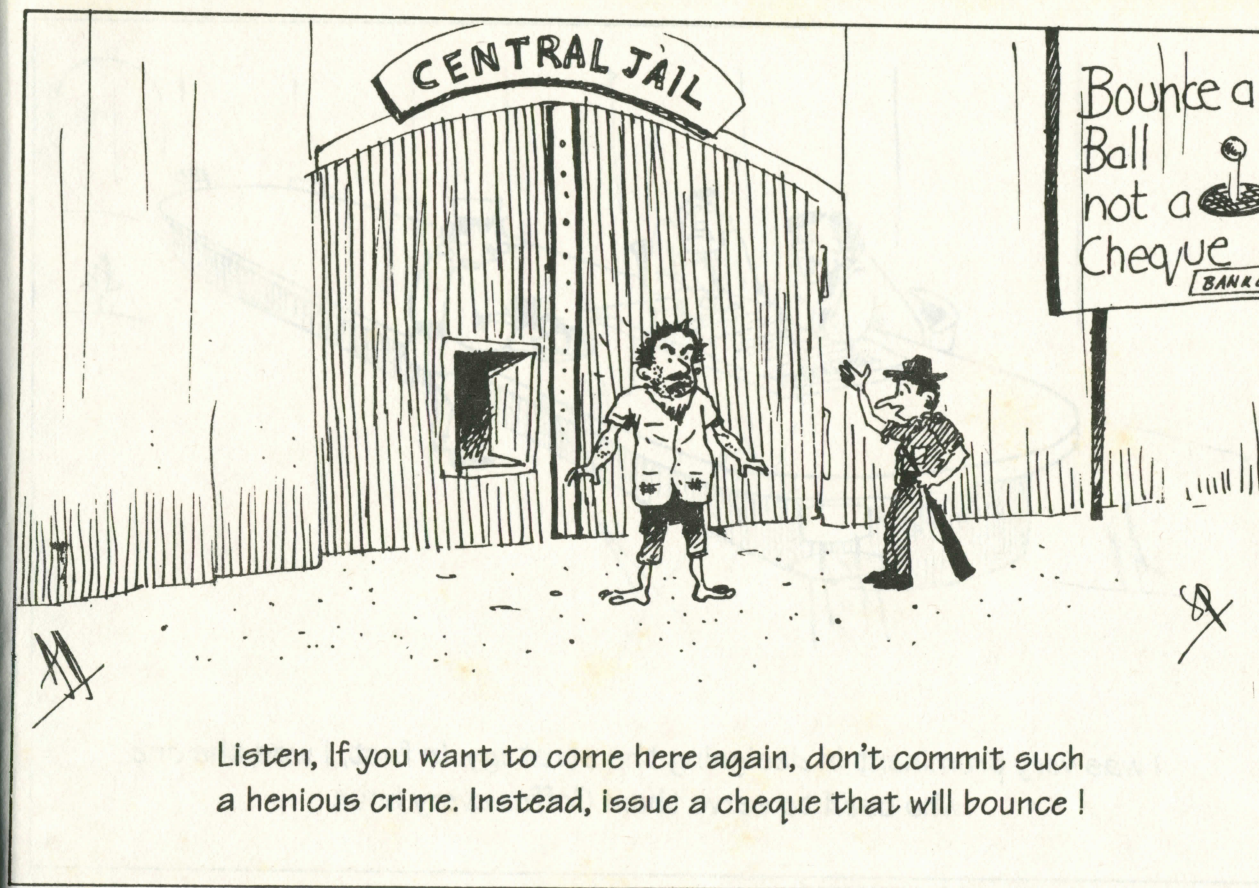


Let the guests first have their dinner.
Then for leftovers, we shall invite our employees.

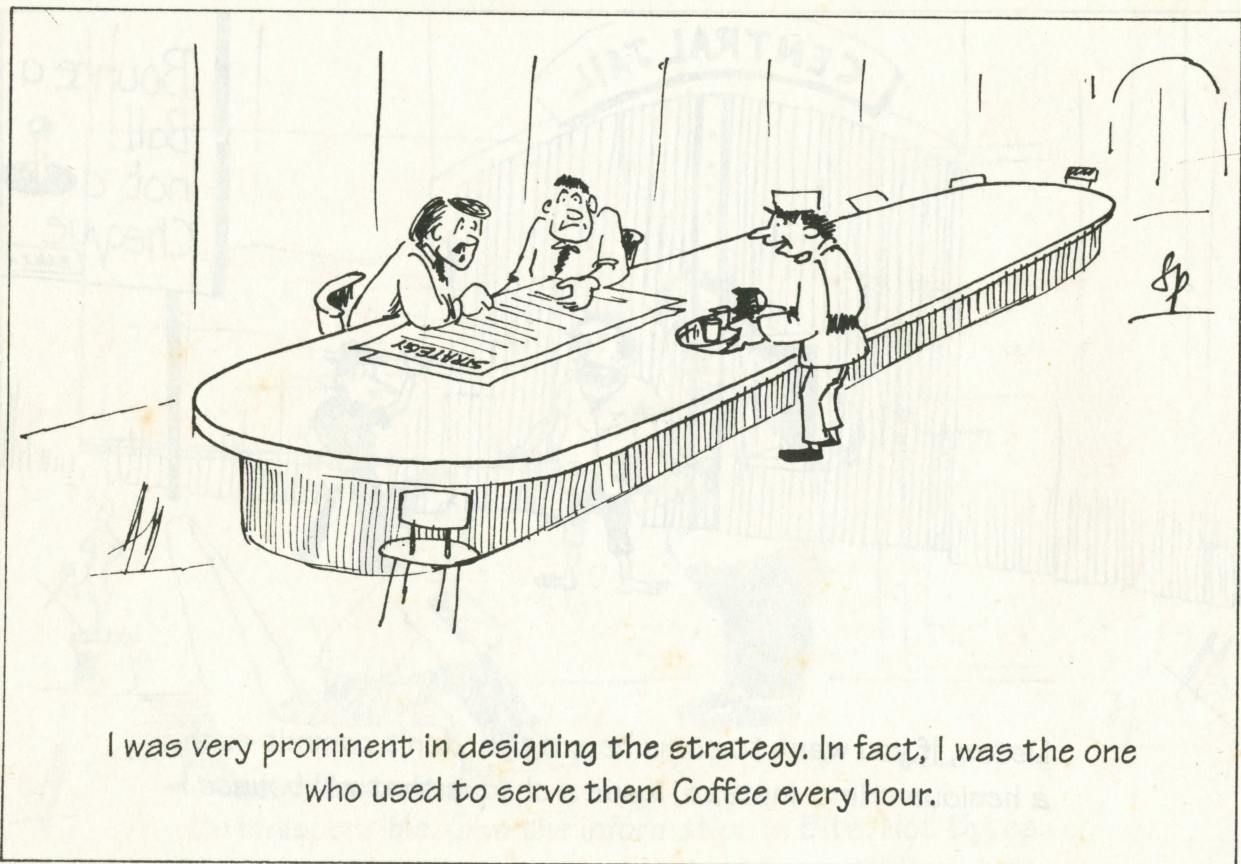
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Be indispensable. Give the information in Bits. Not Bytes.



Listen, If you want to come here again, don't commit such a heinous crime. Instead, issue a cheque that will bounce !



I was very prominent in designing the strategy. In fact, I was the one who used to serve them Coffee every hour.